

REVIEW COMMITTEE

305.5
613.2

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED MAR 19 1986

MAR 19 1986

**CASE CLOSED
LOGGED AND FILED**

General Construction Grievance No. 3-1416-85-50
P-RC 1044

IBEW



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
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(415) 933-6060
R.W. STALCUP, SECRETARY

March 18, 1986

RICHARD S. BAIN, Chairman
General Construction
Joint Grievance Committee

BERRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Grievance Issue

Alleged unjust elimination of a Senior Shop Clerk at the Davis Service Center.

Facts of the Case

The administrative staff at Davis consists of Senior Shop Clerks, First Shop Clerks and Routine Shop Clerks. Testimony from the Field Office Supervisor indicated that there had been a recent consolidation of Shop Clerks at the Davis Service Center from several scattered areas into one central area. At this same time, a Senior Shop Clerk was placed on a Leave of Absence of indeterminate nature. Because of the number of First and Routine Shop Clerks currently working at the Davis Service Center plus the availability of the two Senior Shop Clerks still there, and the aforementioned vacancy, the Field Office Supervisor thought this was a good time to eliminate one Senior Shop Clerk position. Given the situation and the circumstances, he was able to do so without demoting anyone and still making the Davis Service Center office more efficient and productive. The Field Office Supervisor stated that two Senior Shop Clerks are sufficient to lead the number of Routine and First Shop Clerks now working at the Davis Service Center. Historically, in 1981 there were 31 Routine or First Shop Clerks in the Davis Service Center being supervised by three Senior Shop Clerks giving a ratio of 10.3 Routine or First Shop Clerks to one Senior Shop Clerk. In November of 1982, after a layoff, there were 25 Routine or First Clerks working with three Senior Shop Clerks, giving a ratio of 7.3 to one. This is consistent with the fact that there are now 16 First or Routine Shop Clerks working at the Davis Service Center being supervised by two Senior Shop Clerks at a ratio of 8 to 1.

The work force composition as mentioned above indicates that the relationship between Senior and First or Routine Shop Clerks has remained somewhat constant.


Decision

The Committee discussed this case, and at the conclusion of the discussion, agreed that no violation of the contract has occurred.

Based on the foregoing, this case is closed, and such closure should be noted in the minutes of the Joint Grievance Committee.



DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

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