

REVIEW COMMITTEE**PG and E****IBEW** PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125**CASE CLOSED
LOGGED AND FILED**

DEC 19 1985

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060

D.J. BERGMAN, CHAIRMAN

RECEIVED DEC 19 1985San Francisco Grievance No. 2-1050-84-150
P-RC 1047

R.W. STALCUP, SECRETARY

December 18, 1985

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

MR. K. H. ANDERSON, Chairman
San Francisco Division
Local Investigating CommitteeMR. J. VALENTINO, Chairman
San Francisco Division
Local Investigating Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Discussion

The grievant entered the Auxiliary Operator classification on October 20, 1983. On September 7, 1984, the grievant passed the 12-month Qualifying Examination. On October 20, 1984, the grievant was progressed to the 12-month wage step.

It is the Union's position that the grievant should have been progressed to the 12-month wage step on September 7, 1984. In support of their position, the Union cites the language contained in Title 600, Exhibit VI-B, Item II.A.11 which reads, in part:

"Those Auxiliary Operators and Assistant Power Plant Operators, who, by reason of previous experience and/or studious application to their formal operator training program and on-the-job activity, pass required qualifying examinations ahead of schedule, will be awarded the corresponding PWI effective the date the qualifying examination is passed."

"Satisfactory completion of both Lesson Assignments and Review Tests in the formal Operator Training Program corresponding to the 12, 18, 24, and 30-month steps are also a requirement for accelerated PWI increase."

The grievant in this case was current with her lessons and there were no documented on-the-job performance problems.

The Company argued that the cited language was not intended to cover situations where an employee is being tested to provide a timely wage progression on an anniversary date, rather than requesting advanced testing for accelerated promotion.

A survey of Steam Plants outside of San Francisco Division was conducted and it was determined that all other plants grant the progressive wage increase as of the date the Qualifying Examination is passed, assuming all other qualifications are met, in all cases.

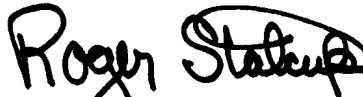
Decision

The Committee agreed that the language in Exhibit VI-B, as currently written, appears to be clear in its provision for awarding the progressive wage increase effective the date the qualifying examination is passed. The grievant was entitled to have progressed to the 12-month wage step of Auxiliary Operator on September 7, 1984.

Based on the foregoing, the case is considered closed and should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

RRDoering(1408):sc