

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

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
 R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

NOV 5 1986
CASE CLOSED
LOGGED AND FILED

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

RECEIVED OCT 27 1986

East Bay Region Grievance No. 1-2290-85-87 (P-RC 1087)
 East Bay Region Grievance No. 1-2377-86-20 (P-RC 1097)

October 23, 1986

GRANT H. WHITNEY, Company Member
 East Bay Region
 Local Investigating Committee

BOB CHOATE, Union Member
 East Bay Region
 Local Investigating Committee

NANCY GLOWNIAK, Company Member
 East Bay Region
 Local Investigating Committee

ART MURRAY, Union Member
 East Bay Region
 Local Investigating Committee

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

Subject of the Grievance

These cases concern the appropriateness of upgrading employees to the Underground Installer and Utility Underground Installer classifications on a day-to-day basis.

Discussion

In both of these Pre-Review cases, the grievants were upgraded to the Underground Installer and Utility Underground Installer classifications on an as-needed basis. It was the position of the Company that this was a proper utilization of this classification in accordance with Section 205.3. The Union opined that in negotiating these two classifications, the Company committed to upgrading the senior qualified prebidder on a continuous basis.

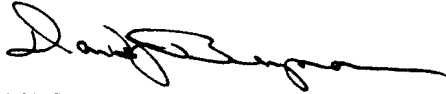
Decision

The Committee recognizes that the parties are currently discussing various matters in dispute involving the underground installation crews. However, current agreement does exist that upgrades into Underground Installer and Utility Underground Installer classifications should be accomplished on a payroll change tag; i.e., for a minimum of 21 consecutive days. Therefore, as a non-prejudicial settlement in these two cases, the Committee agrees that the upgrade of the grievants should have been in increments of at least 21 consecutive days, beginning 30 days prior to the filing of each grievance. The


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issue of back pay liability is referred back to the Local Investigating Committee for resolution based on the above, and the Pre-Review Committee retains jurisdiction if the Local Investigating Committee is unable to resolve that issue.

Based on the above, these cases are considered closed.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

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