

**REVIEW COMMITTEE****PG and E**

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

- ☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

Golden Gate Region Grievance No. 2-1174-85-102  
P-RC 1110

**RECEIVED MAR 31 1988****CASE CLOSED  
LOGGED AND FILED**

APR 7 1988

**IBEW** 

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

April 1, 1988

Nancy Peterson  
Golden Gate Region  
Local Investigating Committee

Dean Gurke  
Golden Gate Region  
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:

**Subject of the Grievance**

This case concerns the bypass for temporary upgrade of an Equipment Mechanic to Garage Subforeman.

**Facts of the Case**

The grievant was employed December 16, 1971. On November 14, 1977, she entered the Apprentice Equipment Mechanic classification and was awarded a journeyman Equipment Mechanic position on July 6, 1981. The grievant has had four leaves of absence subsequent to entering the Apprentice Equipment Mechanic classification, as follows:

7/3/80 - 3/16/81  
4/15/82 - 2/14/83  
6/26/84 - 4/16/85  
10/13/86 - 9/17/87

Following the grievant's return to work on April 16, 1985, a meeting was conducted during which the grievant was told that she'd be given a "reorientation" period of one to two months to "get back to normal speed" following her leave of absence. At the end of one month the grievant's performance was to be reviewed. According to the grievant, she requested the review on May 18 and several times after that of her immediate supervisor. The review did not take place until the grievant was issued a letter dated July 10, 1985. In the interim, the grievant was bypassed for temporary upgrade after May 17 which resulted in this grievance.

The letter dated July 10, 1985, is a non-disciplinary review of her performance and designed to afford her "an opportunity to understand what will be expected of you in the future and to share with you areas where we think improvement is needed". The letter does not state that she'd be precluded from temporary or permanent assignment to Garage Subforeman. The grievant rebuts some of the supervisor's statements regarding her performance.

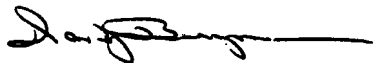
The grievant had been intermittently upgraded to Subforeman beginning in 1983 and continuing to within the two week period just prior to the 84/85 leave of absence. On December 21, 1987, she was awarded a Garage Subforeman vacancy without any temporary upgrades following her return from leave of absence on April 17, 1985. Prior to the job award she spent two weeks becoming familiar with the overall garage operation by sitting with the Foreman and various clerks. Aside from this, she was not given any special training to correct her alleged deficiencies. The Pre-Review Committee has been informed that her performance as a Subforeman to date has been satisfactory.

#### Discussion and Decision

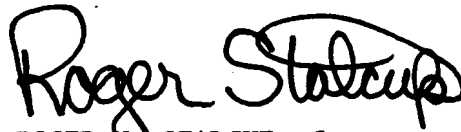
While it is clear from the records submitted that there were concerns about the grievant's performance, it is equally clear that she was never disciplined and for the most part, specific incidents were not discussed with her at the time they occurred. The Company believes that an employee returning from an extended absence may need a break-in period before assuming additional responsibilities, particularly, as in this case, lead responsibilities. However, bypasses which may have occurred during the break-in period were not an issue in this case.

The Committee agrees that the ongoing bypass after the initial reorientation which was the subject of this grievance, was improper. The grievant is to be compensated at the appropriate Subforeman rates for dates she was bypassed between May 22, 1985, to December 18, 1987, less any times she was unavailable, or lacking a pre-bid. When reviewing dates of bypass submitted by Company's Local Investigating Committee member, it was noted that on some dates, more than one junior employee was upgraded and also for a period of time the grievant did not have a pre-bid on file so care should be taken in determining the liability.

This case is closed based on the foregoing and the adjustment contained herein. Such closure should be so noted by the LIC.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

MAShort(223-1123):lw/ak