



REVIEW COMMITTEE

304.4
613.1

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

**CASE CLOSED
LOGGED AND FILED**

SEP - 6 1988

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

RECEIVED SEP - 2 1988

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1640-87-02

P-RC 1216

PHIL G. DAMASK, Chairman
General Construction
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance 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 5A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Grievance Issue

Improper establishment of Materialsman classification.

Facts of the Case

On January 15, 1987, the Union filed a grievance alleging the improper utilization of the Materialsman classification in the Personnel and Administrative Services Department to perform "town runner" duties. The Local Investigating Committee established that a variety of classifications such as Field Clerk, Groundman, Helper, Materialsman and Auto Mechanic historically performed these "town runner" duties in General Construction in various departments.

Discussion

Union stated that Company should have properly utilized the Field Clerk classification in the Personnel and Administrative Services Department (P&AS). Further, the Union opined that the use of Materialsman (1205) classification in this department was a violation of Contract Section 304.4 since no line of progression for that position had been negotiated in that department as it had in other General Construction departments.

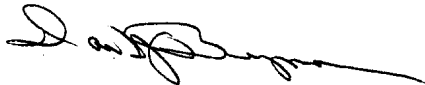
The Pre-Review Committee discussed this case at length and agreed that in the P&AS Department, these duties have historically been performed by Field Clerks.

Decision

If the employee had been hired as a Materialsman in the Gas Department, for example, where there is a negotiated line of progression for the Materialsman classification then subsequently Company unilaterally changed the reporting relationship to PA&S there would be no violation of the Labor Agreement so long as the Materialman's Title 305 and 306 rights were still attached to the Gas Department.

The Committee agreed that the remedy in this case is to pay the grievant the corresponding step of Field Clerk from December 22, 1986 until he transferred into another GC Department (approximately April 1, 1987), less any days he did not work.

Based on the above, this case is closed and such closure should be noted on the JGC minutes.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

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