



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

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

REVIEW COMMITTEE

FEB 22 1989

**CASE CLOSED
LOGGED AND FILED**

RECEIVED JAN 23 1989

GENERAL CONSTRUCTION GRIEVANCE 1776-88-13
P-RC 1288

January 11, 1989

PHIL G. DAMASK, Chairman
General Construction
Joint Grievance Committee

BARRY HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Grievance Issue

Union alleges company is not complying with the intent of Title 301.18 by refusing to rotate the grievant closer to his residence area.

Facts of the Case

The grievant is a 32-year employee who has spent his entire career in the Field Clerk classifications and is presently a Senior Field Clerk. The grievant has not worked within a reasonable commute distance from his residence area, which is Fresno, in several years. The grievant's present point of assembly is San Jose. With the addition of the new contract language in Section 301.18 of the Agreement in 1988, the grievant requested that he be rotated to his residence area.

The Gas Department and other General Construction departments have several Senior Field Clerks presently assigned to Fresno area office and who live in the Fresno area.

The company noted that the grievant was having difficulties in performing some of his Senior Field Clerk duties in San Jose and felt that the duties associated with the Fresno office could not be adequately performed by the grievant. Further, the contractual language in 301.18 provides for a "rotation when practical, at reasonable intervals, of these employees in the same or equivalent classifications who possess similar skills, knowledge and abilities . . ." (emphasis added). With regard to this language, the company noted that these individuals were not of similar skills, knowledge, or abilities.

301.18 - Rotation of GC empl
to "balance"
traveling assignment

IBEW



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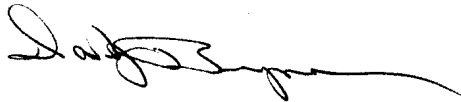
January 11, 1989

Discussion and Decision

The committee discussed the case at length and agreed to resolve it with the company's transfer of the grievant to his residence area. The grievant transferred to Fresno on December 7, 1988.

Based on the facts of this case and this settlement, the questions regarding the similar skills, knowledge, and ability or other interpretations of this contract section were not addressed. This specific case is settled without prejudice to either parties position regarding this contract section.

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

RLBolf:nj