



# REVIEW COMMITTEE



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

MAR 29 1989

**CASE CLOSED  
LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED MAR 27 1989

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Francisco Division Grievance No. 2-1590-88-24  
P-RC 1315

March 23, 1989

NANCY PETERSON, Company Member  
San Francisco Division  
Local Investigating Committee

PERRY ZIMMERMAN, Union Member  
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 5A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the decision.

### Subject of the Grievance

This case involves Company's denial of the Educational Assistance provision, Exhibit I of the Physical Agreement.

### Facts of the Case

The grievant read an article which appeared in the July/August 1984 PG&E Life about the Recreational Planner classification. This is a non-bargaining unit General Office Land Department position. The grievant was intrigued by the article so she met with the supervisor of Recreation Planning on March 3, 1986. The supervisor offered suggestions of possible courses she could pursue to become qualified for consideration for appointment to Recreational Planner, but at the same time did not offer encouragement for the probability of placement in that department. A similar telephone conversation took place in February 1987.

The grievant submitted a Tuition Refund Application on January 5, 1988 for an Environmental Design Studio course. This course and others lead to a Certificate in Landscape Architecture. Company denied to application by letter dated March 18, 1988.

Discussion

The Committee noted that the basis for this grievance is the language change in Exhibit I which was effective January 1, 1988. Paragraph B of Exhibit I prior to 1988 stated in part:

"The course for which refund is sought must have direct application to the employee's present job, or his present line of progression, and should indicate definite future benefit to the employee and the Company. Excluded are recreational hobby, and any other course not in conformance with this provision..... "

The amended paragraph B effective January 1, 1988 reads, in part, as follows:

" ..... Approved courses are those that add to your effectiveness in your job. Courses that contribute to your overall development may also be approved." (emphasis added).

The Committee thoroughly discussed this case and reviewed the bargaining notes, as well as, the various proposals exchanged by the parties.

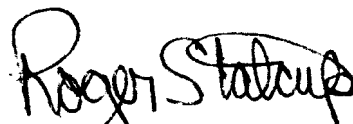
The PRC is in agreement that the amendment to Exhibit I broadened its provisions to cover required textbooks and more courses, but not all courses and that the provisions would be applied reasonably.

Decision

The Committee settled this grievance on the basis of the permissiveness of the amended language, that is, the word, "may" as it relates to courses that contribute to overall development as opposed to courses which add to effectiveness in the current job. The latter courses must be approved.

This case is closed without adjustment and such closure should be so noted by the LIC.

  
DAVID J. BERGMAN Chairman  
Review Committee

  
ROGER W. STALCUP, Secretary  
Review Committee