



REVIEW COMMITTEE

18.3(a) Division & Region
Dept at same HQ
are separate for
temp. upgrade.

NOV - 8 1989

IBEW



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

**CASE CLOSED
LOGGED AND FILED
RECEIVED NOV - 6 1989**

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

East Bay Grievance No. R1-2770-88-29
P-RC 1326

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

November 2, 1989

JEFF SISSON, Company Member
East Bay Region
Local Investigating Committee

JOE VALENTINO, Union Member
East Bay Region
Local Investigating Committee

The above mentioned grievance has been discussed by the Pre-Review Committee. This grievance concerns the upgrade of clerical employees where both Division and Region work in the same headquarters and Department. The Committee reviewed Letter Agreement No. 89-83, which clarifies Subsection 18.3(a) of the Clerical Agreement, filling of temporary vacancies, and reflects the intent of the Parties during the 1987 General Negotiations. In this case the Company's action was consistent with that letter agreement. This case is closed without adjustment and should be so noted by the Local Investigating Committee.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee

JAMoffat(223-5983):mc

Pacific Gas and Electric Company

215 Market Street
San Francisco, CA 94106
415/972-7000

PRC 1326 - will be
settled on basis of this
LA

June 12, 1989



Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes our letter to you on the same subject, dated April 12, 1989.

We are attaching an update of Exhibit A of the Clerical Agreement based on recent discussions and meetings between the Parties, as well as changes required by the 1988 Clerical Agreement.

Since the inclusion of the provisions of Review Committee Decision No. 1005 in the Agreement and the elimination of the postbid procedure (which provides for Subsection 18.8(d) prebidders in the department and headquarters) and the elimination of department designations from Operating Clerical classification names, it appears necessary to reaffirm the decision rendered in Review Committee Decision 1388 along with an agreed to procedure to administer Section 18.3.

The Parties, therefore, agree to apply the following guidelines in the application of Subsection 18.3(a), which reflect the intent of the 1987 general negotiations:

1. to the senior qualified 18.8(a) bidder in the department and headquarters of the vacancy; and then (b) bidder in the department and headquarters.
2. to the senior qualified 18.8(a) bidder in the headquarters of the vacancy; and then (b) bidder in the headquarters.
3. to the senior qualified 18.8(d) bidder in the department and headquarters of the vacancy;
4. to the senior qualified 18.8(d) bidder in the headquarters of the vacancy;

Note: If the vacancy is in a Division Department located at the same headquarters as a Department under the Region, Region 18.3(b) or (d) bidders fall into categories 2 and 4 and vice versa.

- 5. for upgrades of more than one basic workweek, if the vacancy cannot be filled as outlined in Subsection 18.3(a) as described in 1 through 4 above, and in the absence of a next lower classification existing in the department and headquarters, the provisions of Subsection 18.3(b) will be invoked.

If you are in accord with the foregoing and attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford
Manager of Industrial Relations

The Union is in accord with the foregoing and attachments and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

June 22, 1989

By Jack McKinley
Business Manager