



REVIEW COMMITTEE

306.1 -Lack of work displacement
7.2 -Unit work performed by supv.

IBEW



JUN 23 1989

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

**CASE CLOSED
LOGGED AND FILED**

RECEIVED JUN 21 1989

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
PO. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1859-88-96
P-RC 1338

June 19, 1989

BYRON TOMLINSON, Chairman
General Construction
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Subject of the Grievance

Company eliminated Senior Field Clerks at Diablo Canyon Power Plant and allegedly assigned their duties to exempt clerical supervisors.

Facts of the Case

The Company eliminated three Senior Field Clerk positions at Diablo Canyon Power Plant. One clerk resigned, one was demoted to First Field Clerk and was transferred to Line Department and one exercised his bumping rights, retained his classification, and was transferred to Fresno. The Local Investigating Committee agreed that two of the Senior Field Clerk positions were properly eliminated as a result of work load.

The duties of the Field Clerk who resigned were primarily problem-solving in the areas of payroll and contract administration and gathering data for manpower, work force, and open contract reports. The remaining Field Clerks were assigned those payroll and contract administration duties. Some of the residual duties of gathering information for reports were picked up by the exempt clerical supervisor.

Discussion and Settlement

Without addressing or determining either party's position regarding management and clerical job duties, the Committee agrees to an equity settlement whereby the Company will re-establish one Senior Field Clerk in this work group by July 17, 1989.

Based on the foregoing, this case is closed and such closure is to be noted in the minutes of the Joint Grievance Committee.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER A. STALCUP, Secretary
Review Committee

RLBolf(2-5665):stc