

SAN JOAQUIN VALLEY REGION  
GRIEVANCE NO. SJ-SJ/SJ-25/90-29/9  
FACT FINDING NO. 4719-90-51  
PRE-REVIEW CASE NO. 1448  
MEMORANDUM OF DISPOSITION

NOV 15 1990

**CASE CLOSED  
LOGGED AND FILED**

RECEIVED NOV 14 1990

CASE SUBJECT:

This case concerns the improper placement of a management employee back into the bargaining unit.

CASE FACTS:

1. An Electrical Telecommunications Supervisor located in Yosemite Division was placed back into his prior Bargaining Unit classification of Telecommunications Technician located in Fresno Division (same bidding unit, different Division) on 2-14-90 per 206.16 of the Physical Agreement.
2. No Telecommunications Technician vacancies existed in Yosemite Division at the time.
3. Letter of Agreement R3-90-3 was signed on 5-15-90. This Letter of Agreement defined Division under Subsection 206.16 as well as other Subsections.
4. The "B" bidders (at time of the grievant's placement) to Fresno Telecommunications Technician were not interested in the position.

DISCUSSION:

The Committee agreed that the definition of Division under Section 206.16 was not resolved at the time of the Company's placement. Subsequent negotiations between Company and Union have defined Division under Section 206.16 to mean Division as structured within PG&E. Company recognizes the violation, however, given the discussion with the qualified "B" bidders, the Committee agreed to pursue regular placement of the Electrical Telecommunications Supervisor into a Telecommunications Technician position in Fresno.

SETTLEMENT:

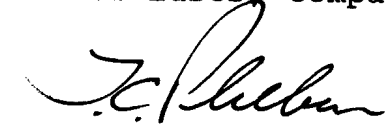
This case is settled without adjustment pending a Letter Agreement proposal to accept Mr. Cross' placement into a Telecommunications Technician position in Fresno.

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Andrew Euser, Company Member

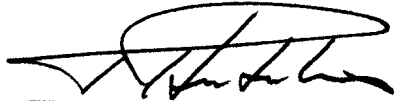
Concur/~~Dissent~~ 10-22-90  
Date

  
Tom Phebus, Company Member

Concur/~~Dissent~~ 10-25-90  
Date

  
Ken Ball, Union Member

Concur/~~Dissent~~ 11-14-90  
Date

  
Frank Hutchins, Union Member

Concur/~~Dissent~~ 10/26/90  
Date

Pacific Gas and Electric Company

650 O Street  
Fresno, CA 93750-0001  
209/442-0909

September 14, 1990



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

Attention: Jack Mc Nally, Business Manager

Gentlemen:

Pursuant to Section 206.12 of the Physical Agreement, the Company proposes to place Wayne Cross, Electric Telecommunication Supervisor, Yosemite Division, into a vacant Telecommunication Technician position in Fresno.

Mr. Cross has requested to return to his former classification of Telecommunications Technician. There is not a vacancy in Yosemite Division.

This request has been reviewed by the Pre-Review Screening Committee (P-RC 1448) and later by the Fact Finding Committee (4719-90-51).

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

Sincerely,

PACIFIC GAS AND ELECTRIC COMPANY

By \_\_\_\_\_  
Manager of Industrial Relations

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

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

\_\_\_\_\_, 1990

By \_\_\_\_\_  
Business Manager