



REVIEW COMMITTEE

2.1 -Recognition
Alleged transfer of
work from bu empls
to non-bu empls.



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

MAR 13 1991

**CASE CLOSED
LOGGED AND FILED**

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

MAR 12 1991

ENCON - HR Grievance No. 41-63-88-2
P-RC 1449

March 8, 1991

KIM SAVICK, Company Member
ENCON - HR
Local Investigating Committee

GWEN WYNN, Union Member
ENCON - HR
Local Investigating Committee

This case concerns the reassignment and/or elimination of clerical duties resulting from Company's reorganization of the Design Drafting Department. The parties have discussed this case at length at each step of the grievance procedure and have had great difficulty in identifying who/what classifications are performing specific duties. This is somewhat compounded by the recognition that clerical duties are performed by both bargaining unit and non-bargaining unit clerks depending on the Department in which they work.

It does appear from the record, however, that no bargaining unit clerks were laid off, demoted or displaced from the General Office complex as a result of Company's reorganization. In an effort to resolve this case, given the age of the grievance and no showing of erosion of the unit or individual harm, the Pre-Review Committee agrees to close this case without adjustment but with the understanding that Company does not have the unilateral right to reassign work historically performed by clerical bargaining unit employees to non-represented departments or non-bargaining unit employees except as provided in Title 24 of the Clerical Agreement.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

MAShort(223-1123):nj