



REVIEW COMMITTEE

2.1(P) - Is delivery of mail
2.1(C) between offices Phys
or Cler bu work? No
agrmt reached, so
reestablish prior
practice.



PACIFIC GAS AND ELECTRIC COMPANY
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DEC 26 1990

**CASE CLOSED
LOGGED AND FILED**

RECEIVED DEC 26 1990

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Coast Valleys Division Grievance No. MT-COV-52-18-90-01-01
P-RC 1457

December 19, 1990

Subject of the Grievance

This case concerns a dispute over whether Light Truck Driver or Utility Clerk is the appropriate classification to perform mail delivery in the Salinas headquarters.

Facts of the Case

The grievant, a Utility Clerk, is assigned a mail run among the offices in the northern part of Coast Valleys Division. This assignment takes approximately three hours per day. The history of this assignment is as follows. Prior to approximately 1985, mail delivery was performed by a Light Truck Driver. About four years ago, volunteers were solicited from among clerical personnel to perform the mail run on overtime. As an incentive, the Light Truck Driver rate was paid. Next, a part-time employee was hired in the Light Truck Driver classification for about two years. Then, the work was assigned to a Garageman who was paid at the Light Truck Driver rate on upgrade. When Garage Department work increased in November of 1989, the work was assigned to the grievant.

Discussion

In discussion of this case, Company noted that among the benchmark duty statements for the clerical job evaluation system are two that relate to the performance of work at issue. They are, "operate vehicle to deliver and pick up mail," and "sort mail from mail bags, distribute incoming/outgoing to other departments and/or employees." Union opined that these duties were intended to reflect mail assignments made to clerical classifications much less broad in scope than in this case. That would include runs to the post office to pick up or deliver mail. The on-going assignment of mail runs is, in the Union's opinion, work that properly belongs to the physical bargaining unit.

The Committee is aware that the practice of assignment of mail delivery is varied across the system. "Pony express" routes are historically performed by Light Truck Drivers in many areas. By the same token, other offices have mail routes completed by clerical classifications. This Committee is not in a position of changing established practices in the assignment of this work. However, the practice in this headquarters was changed. As stated earlier, prior to the assignment of the work to a Utility Clerk in November 1989, this work had been performed by Light Truck Drivers (or employees in varied classifications paid at the Light Truck Driver rate of pay). The Committee is in agreement that the transfer of work from one bargaining unit to another at this headquarters was inappropriate.

Decision

The work in question is to be returned to the physical bargaining unit. The headquarters may determine how the work is to be accomplished. For example, whether it is assigned to an employee in the Light Truck Driver classification, or to an employee upgraded to Light Truck Driver (taking into consideration applicable upgrade sections of the agreement). In addition, the grievant is entitled to be compensated at the Light Truck Driver rate for the time spent performing that work. This decision does not have application to the assignment of this work at other headquarters.

With this adjustment, this case is considered closed.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

RRD:mc