



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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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

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED JUL 16 1990

San Joaquin Valley Region Grievance No. SJ-SJ-SJ-25-90-27-7
Fact Finding Committee No. 4748-90-80
P-RC 1463

July 9, 1990

ANDY EUSER, Company
Fact Finder

BOB GIBBS, Union
Fact Finder

The above-referenced grievance has been reviewed by the Pre-Review Screening Committee and is being referred back to Fact Finding with the recommendation that the case be settled based on the Union's position due to the grievant's statements that he will reside at Helms.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee

RRDoering(223-1124):nj

SAN JOAQUIN VALLEY REGION
GRIEVANCE NO. SJ-SJ/SJ-25/90-27/7
FACT FINDING COMMITTEE NO. 4748-90-80
PRE-REVIEW COMMITTEE NO. 1463

OCT 26 1990

**CASE CLOSED
LOGGED AND FILED**

MEMORANDUM OF DISPOSITION

RECEIVED OCT 22 1990

CASE SUBJECT:

This case concerns the bypass of an Electrician in the Hydro Department to an Electric Maintenance Crew Foreman position located at the Helms Powerhouse. The reason for the bypass was the Electricians alleged refusal to meet the Helms residency requirement.

CASE FACTS:

1. The grievant is the senior, qualified "B" bidder to the Electric Maintenance Crew Foreman position at Helms. There are no "A" bidders to the position.
2. The position was filled by a more junior, qualified bidder on February 5, 1990.
3. The grievant stated that he would maintain a residence at Helms but could not commit his wife and family to living at Helms. His wife and family live in Shaver Lake which is 45 minutes to one hour from the headquarters, depending on road conditions.

DISCUSSION:

The Committee discussed the intent of the residency requirement at Helms in great length. The Company opined that the grievant's statement in #3 above gave the Company no indication of a commitment to be readily (i.e. travel time from the adjacent housing) available after normal working hours should a plant emergency arise.

The Committee agreed that the Company's opinion as stated above is an assumption and not a valid reason for bypass.

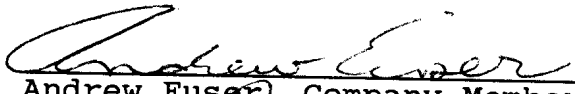
SETTLEMENT:

The Committee agreed to place the grievant into the Electric Maintenance Crew Foreman position at Helms with compensation retroactive to February 5, 1990.

This case is closed based on the above.

SAN JOAQUIN VALLEY REGION
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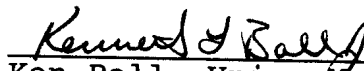
MEMORANDUM OF DISPOSITION -- PAGE 2


Andrew Euser, Company Member

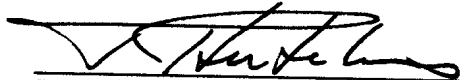
Concur/~~Dissent~~ 10-11-90
Date


Tom Phebus, Company Member

Concur/~~Dissent~~ 10-11-90
Date


Ken Ball, Union Member

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


Frank Hutchins, Union Member

Concur/~~Dissent~~ 10/15/90
Date