

PACIFIC GAS AND ELECTRIC COMPANY  
DE SABLA DIVISION GRIEVANCE NO. 82-89-000-29  
FACT FINDING COMMITTEE NUMBER 4660-89-25

APR - 3 1992

PRC 1466  
MEMORANDUM OF DISPOSITION

**CASE CLOSED  
LOGGED AND FILED**

**RECEIVED MAR 24 1992**

GRIEVANCE ISSUE

This grievance concerns the upgrade of a Garageman to Parts Clerk, when the grievant did not have a prebid on file for the Parts Clerk position.

CORRECTION REQUESTED

The Union requests that the Company cease upgrading the employee without a prebid on file.

DISCUSSION AND DISPOSITION

In October of 1989 a Garageman was utilized to fill a temporary vacancy for a Parts Clerk in the department and headquarters. The grievant did not have a prebid on file and was not interested in the upgrade, preferring his normal work hours and shift premium.

The Union's position was that when a temporary vacancy is in excess of 5 workdays and there are no senior qualified prebidders in the headquarters, the temporary vacancy should go to the senior qualified prebidder with a commutable distance.

The Company, in accordance with LA 89-81, utilized the next lower classification at the headquarters to fill the temporary vacancy.

The Pre-Review Screening Committee met in 1990 and referred the grievance back to the Local Investigating Committee with the recommendation that the case be settled on the basis that the Company's actions were contractually appropriate, but that the grievant should be made whole for lost wages on a without prejudice equity basis.

DISPOSITION

Based on the recommendation of the Pre-Review Screening Committee, the Local Investigating Committee agreed to settle this grievance as recommended. The grievant will be made whole if the wages earned as a Parts Clerk were less than what he would have earned performing Garageman work with the night shift premium.

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Based on the foregoing discussion and disposition, this grievance is settled without prejudice.

Kenneth J. Ball Concur/~~Dissent~~ 3-24-92  
K. BALL, Union Representative Date

M. Harrington Concur/~~Dissent~~ 3-24-92  
M. HARRINGTON, Union Representative Date

Don Veader Concur/~~Dissent~~ 2/26/92  
D. VEADER, Company Representative Date

M. Williams Concur/~~Dissent~~ 2/24/92  
M. WILLIAMS, Company Representative Date