



## REVIEW COMMITTEE

**IBEW**



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

SEP 24 1991

**CASE CLOSED  
LOGGED AND FILED**

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 SEP 23 1991

ENCON Grievance No. 3-2162-90-107  
P-RC 1511

September 20, 1991

BYRON TOMLINSON, Company Member  
ENCON  
Joint Grievance Committee

BARRY HUMPHREY, Union Member  
ENCON  
Joint Grievance Committee

Subject of the Grievance:

Failure to upgrade a First Field Clerk to replace an absent Senior Field Clerk.

Facts of the Case:

A Senior Field Clerk was absent from work for a total of 9 workdays during the period September 18, 1990 until October 4, 1990. The absences were for vacation and jury duty.

A First Field Clerk was assigned to the headquarters on September 18, 19, 20 and 21. The assignment the First Field Clerk performed was to reduce the backlog of typing, filing, some payroll, FIS inputting and routine office work.

In this office, the Senior Field Clerk normally works alone and performs the routine work plus contracts and invoicing of high dollar amounts. Historically, this office has been staffed by a Senior Clerk and the work has become specialized over the years.

Discussion:

Company argued that the First Field Clerk was not assigned the full scope of the work performed by the Senior Field Clerk. The work assigned to the First Field Clerk was routine and similar to the work she normally performs. There was no lead responsibility assigned to the First Field Clerk.

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Union argued that the Company could upgrade an employee for development so in the future there would be more qualified First Field Clerks who want to be promoted to Senior Field Clerk.

Company and Union agree that the First Field Clerk was not assigned all the duties of the Senior Field Clerk and only performed routine office duties appropriately assigned to a First Field Clerk. The Committee further agreed that upgrades do provide a good opportunity to train employees.

Decision:

Company and Union agreed that there was no violation of the agreement, since there is no obligation to upgrade the First Field Clerk and the First Field Clerk was not assigned to perform the work of the Senior Field Clerk.

This case is closed without adjustment.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

JAMoffat(223-5665):nj