



REVIEW COMMITTEE

Clerical 13.10(a)
Dispute over number of
duals at HQ rendered
moot.



IBEW

PACIFIC GAS AND ELECTRIC COMPANY
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JUL 22 1994

**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
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R.W. STALCUP, SECRETARY

RICK R. DOERING, CHAIRMAN

RECEIVED JUL 21 1994

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Fresno Division Grievance No. FRO-92-24
P-RC 1702

**JAMES DRAKE, Company Member
Local Investigating Committee
Fresno Division**

**RON VAN DYKE, Union Member
Local Investigating Committee
Fresno Division**

Subject of the Grievance:

This grievance concerns whether the existence of two dual classifications (Utility Clerk/Meter Reader) at the Selma headquarters is in violation of Subsection 13.10(a) of the Clerical Agreement.

Facts of the Case:

In October 1988, Meter Readers at the Selma and Dinuba headquarters were consolidated to the Selma headquarters. Prior to October 1988, Dinuba had one or more Utility Clerk/Meter Readers and Selma had two Utility Clerk/Meter Readers.

In October 1991, local management elected to decentralize meter reading back to Dinuba. Six Meter Reader positions and one Utility Clerk/Meter Reader position were established in Dinuba. Six Meter Reader positions and two Utility Clerk/Meter Reader positions were established in Selma.

The Selma Customer Services Supervisor testified that the second Utility Clerk/Meter Reader was established to provide relief for 3 offices (Selma, Dinuba, and Sanger). Floating holidays, sick leave, and vacations require a minimum of 2.8 full time equivalents (FTE's) for relief in the 3 offices.

In the last two months of 1991, both employees in dual classifications worked in the same classification on 3 days. In 1992, both employees were assigned to the same classification 23 days during the first ten months of the year.

Discussion:

The Pre-Review Committee reviewed the language included in Subsection 13.10(a) of the Clerical Agreement. It states: "...Company shall keep dual classification assignments to a minimum."

The Committee noted that one of the two dual positions in Selma is vacant. The position was offered as a displacement option during the recent system-wide Title 19 activity, but was not selected by any impacted employees. The Committee also noted that the Company does not plan on filling the position through Title 18 for at least the next 90 days.

Decision:

The Pre-Review Committee agreed to settle this case without adjustment. The Union reserves the right to grieve this issue in the future. The Committee recommends that each headquarters review their use of dual classifications to ensure that they are kept to a minimum.

This case is closed on the basis of the above and such closure should be so noted by the Local Investigating Committee.



JOHN A. MOFFAT, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

Date 7/21/94

Date 7/21/94

SARayburn(583-4281):