



REVIEW COMMITTEE



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**CASE CLOSED
FILED & LOGGED**

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

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

North Valley Grievance No. SNR-94-12
Fact Finding File No. 5940-94-389
P-RC File No. 1949

Pamela Benetiz
Company Member
Local Investigating Committee

Larry Pierce
Union Member
Local Investigating Committee

Subject of the Grievance:

This case concerns the administration of Title 206, Demotion and Layoff Procedure, whether the grievants' option lists were correctly compiled. Specifically, these Electricians were given Section 206.4 options within their Demotion Unit and Section 206.6 options to the system.

Facts of the Case:

In September 1993, Company made the decision to consolidate the Vallejo and San Rafael Substation Maintenance headquarters into a new facility at Ignacio Substation which is physically located between the two former reporting facilities.

On May 15, 1994, eight Electricians, four from each headquarters, were given Section 206.4 options to eight vacancies at Ignacio Substation which is within their same department and Demotion Unit 3. They were not given options to Electrician vacancies at Table Mountain, which is in Demotion Unit 4. At about the same time, company decided to consolidate two Electrician positions from Chico to Table Mountain. The incumbents were given option lists which included the Electrician vacancies at Table Mountain but did not include the vacancies at Ignacio Substation. Chico and Table Mountain are both in Demotion Unit 4.

In addition all of the Electricians had system-wide options pursuant to Section 206.6 beginning classifications.

Discussion:

In a downsizing situation, Section 206.4 provides for lateral movement to preserve an employee's classification and pay. Options are determined by first looking within the demotion area for an appropriate vacancy or the least senior employee in the classification and department who is junior to the displacing employee. This process is repeated at the demotion unit step. In this instance, there were sufficient Electrician vacancies within Demotion Unit 3 to accommodate the displacing eight San Rafael/Vallejo Electricians and there were sufficient vacancies in Demotion Unit 4 to accommodate the Chico Electricians. There was no need to go further to Section 206.5(a)(3) or (4) or (5) or (6).


Section 206.6 provides employees options to displace into beginning classifications if a demotion pursuant to Section 206.3 cannot be effected or if the employee does not effect an election pursuant to Sections 206.4 or 206.5. The options to beginning classifications are identified first by looking within the Demotion Area, then Demotion Unit, then system-wide if the displacing employee has three or more years of service. In the instant case, there were insufficient beginning classifications within the area and unit to accommodate the grievants so system-wide options were generated for all.

When a reduction involving many employees and multiple locations occurs, it is appropriate to generate option lists with all potential options to allow employees to prioritize them. Assignments are made based on contractual sequential provisions and the employee's prioritization.

The Pre-Review Committee is in agreement that it is possible to have system-wide options under one or more sections of Title 206, but not all.

Decision:

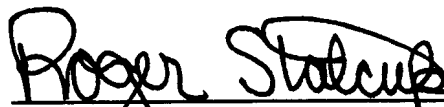
No violation of the agreement occurred. This case is closed without adjustment.



Margaret A. Short, Chairman
Review Committee

11/27/95

Date



Roger W. Stalcup, Secretary
Review Committee

11/27/95

Date