



# REVIEW COMMITTEE

# IBEW



PACIFIC GAS AND ELECTRIC COMPANY  
201 MISSION STREET, ROOM 1508  
MAIL CODE P15B  
P.O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-8510

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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  
(510) 933-6060  
R.W. STALCUP, SECRETARY

**CASE CLOSED  
FILED & LOGGED**

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Sierra Division Grievance No. AUB-95-27  
Fact Finding File No. 6147-95-164  
Pre-Review Committee File No. 1986

**BETSY GRIFFITH**  
Company Member  
Local Investigating Committee

**PHIL CARTER**  
Union Member  
Local Investigating Committee

This case concerns the displacement of the grievant from a Groundman position in Marysville pursuant to the provisions of Title 206. The grievant was discharged October 30, 1992 and reinstated through Arbitration Decision 200 on January 9, 1995. In 1993, during the period that the grievant was off, the company declared a lack of work system-wide for a number of classifications, including Groundman. The incumbent employees were given options pursuant to Title 206. In February 1995, with the first round of displacements following the grievant's reinstatement, he also was given displacement options.

The agreed upon clarification of Title 206, Demotion and Layoff Procedure, provides that employees who would otherwise be impacted by a displacement proceeding but are off the active payroll will be given their options upon return to the active payroll.

The Pre-Review Committee is in agreement that no violation of the contract occurred. This case is closed without adjustment.

Margaret A. Short, Chairman  
Review Committee

Roger W. Stalcup, Secretary  
Review Committee

3/21/96  
Date

3/21/96  
Date