



**Pacific Gas and  
Electric Company**

# REVIEW COMMITTEE



**IBEW**

PACIFIC GAS AND ELECTRIC COMPANY  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(510) 974-4282

RECEIVED  
SEPT. 22, 1999  
**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  
(510) 933-6060  
PERRY ZIMMERMAN, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Case No. FRO-98-04  
Fact Finding No. 6767-98-142  
Pre-Review Committee No. 2195

CAROL LERMA  
Company Member  
Local Investigating Committee

MIKE HAENTJENS  
Union Member  
Local Investigating Committee

Subject of the Grievance

This case concerns whether the grievant should be promoted to Senior Field Clerk.

Facts of the Case

The grievant was a Senior Field Clerk from December 1, 1992 until February 27, 1995 when he took a voluntary demotion to First Field Clerk in order to be reassigned to a work location closer to his home in Santa Maria. The grievant was assigned to Atascadero. At the time in order to retain the Senior classification, he would have had to stay at Metcalf or transfer to Fresno or Bakersfield. The grievant had worked at Metcalf for three continuous years.

Effective January 20, 1998, he was transferred back to Metcalf as a First Field Clerk. The staffing at Metcalf had declined since he last worked there in 1995. There is no agreed upon definition of a Senior Field Clerk.

Discussion

The PRC agreed that the grievant does not have 306.9 rights to Senior Field Clerk and that there was no Senior position filled.

The Union expressed concern that the number of Senior Clerks has significantly diminished in the last several years. Company acknowledged the loss but attributed it to the VRI, attrition, and declining need based on current staffing and the smaller jobs and projects being worked by GC crews. The smaller jobs require less clerical support which then reduces the need for Senior positions to act as leads and coordinators.

Decision

The PRC agreed there was no contractual violation in this case and agrees to close it without adjustment.

Margaret A. Short  
Margaret A. Short, Chairman  
Review Committee

9/16/99  
Date

Perry Zimmerman  
Perry Zimmerman, Secretary  
Review Committee

9-16-99  
Date