

PACIFIC GAS AND ELECTRIC COMPANY

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JUL 6 - 1953
LOCAL-1245

245 Market Street
San Francisco 6
SUtter 1-4211

In reply please refer to

July 3, 1953

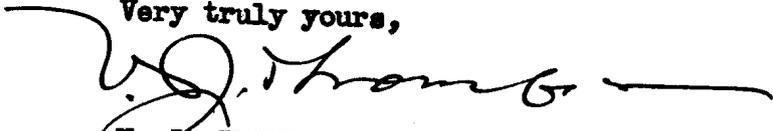
Mr. L. L. Mitchell, Secretary
Local 1245, I.B.E.W.
Review Committee
1918 Grove Street
Oakland 12, California

Dear Mr. Mitchell:

In Review Committee Decision No. 12, the Company indicated that it would conduct a survey with respect to the duties of the Service Operator classification in San Jose Division office. Such a survey was completed.

However, the Division has subsequently recommended a re-organization which will result in the establishment of a Service Operator center in San Jose. Employed in this center will be three additional Senior Service Operators, one First Service Operator and one Junior Service Operator. The Division expects to post these job vacancies in the August, 1953 Employment Bulletin.

Very truly yours,


V. J. THOMPSON, Chairman
Review Committee

VJT:MS

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REVIEW COMMITTEE DECISION

FILE: R.C. No. 12

SERVICE OPERATOR WAGE RAE - EMPLOYEE: A. JUHNKE
SAN JOSE DIVISION

SUBJECT OF GRIEVANCE:

Owing to ill health the employee, a Lineman, was given a job of Temporary Clerk "D" in the San Jose Office. Employed in the same Office there is one Service Operator, Senior. The Service Operator, during his lunch periods and on his days off, is relieved by a Supervising Clerk. When more calls than the Service Operator can handle are received over the Office phones, they are answered by Clerks who work adjacent to his desk. The employee as one of these Clerks answered calls during rush periods, and on some occasions worked during lunch periods under the supervision of the Supervising Clerk who relieved the Service Operator. He held the Temporary Clerk "D" classification from March 20, 1952 to May 5, 1952, approximately one and one-half months. The Union states that he was relieved of clerical duties when questioned the performing of relief duties at the Clerk "D" rate of pay. The Division state he requested that he be relieved of such duties.

As a basis of settlement the Union contends the employee should be paid at the Service Operator rate for the relief work which he performed. Also, that there is sufficient work in the Service Operator's category to justify establishing a combination Service Operator, First and Relief Operator, Senior in the San Jose Office. It further contends that a job analysis is in order. The Division denys that the employee at any time relieved the Service Operator. It further contends that it is common practice to have various office employees answer telephone calls from the public; therefore it is not a matter for the Grievance Committee to decide that such duties come within the Service Operator classification.

STATEMENT AND DECISION:

After consideration of this grievance, the Committee is in accord that the subject employee is not entitled to a wage adjustment for work performed while classified as a Temporary Clerk "D" in the San Jose Office. He did not work out of his temporary classification to the extent that a wage adjustment was required. With respect to the jobs and classifications of clerical employees in the San Jose Office whose duties are questioned by Union as being within the scope of the Service Operator classification definition, the Committee agrees that a job analysis is in order. Company will conduct a survey with respect to such job duties and Union will be notified of the outcome.

FOR UNION:

Ray Michaels
Don Grandstaff
L. L. Mitchell

By: /s/ L. L. Mitchell
Date: 2/10/53

FOR COMPANY:

H. F. Carr
R. J. Tilson
V. J. Thompson

By: /s/ V. J. Thompson
Date: 1/21/53