

**PG and E**

**FOR INTRA - COMPANY USES**

DIVISION OR DEPARTMENT   INDUSTRIAL RELATIONS  
 FILE No.               741.5  
 RE LETTER OF  
 SUBJECT                Review Committee File No. 1155  
                           San Francisco Division Grievance No. D.Gr/C 2-71-18  
                           Transfer of a Shift Employee from One Watch  
                           Schedule to Another

September 12, 1972

MR. C. A. MILLER, Chairman  
 San Francisco Division  
 Joint Grievance Committee

The above-subject grievance is being returned to your Committee for final disposition in accordance with the following:

Inasmuch as it is questionable that the grievance was filed within the time limits set forth in Subsection 102.6(1), coupled with the fact that the grievant received an upgrade in pay to which he was not entitled, which would offset to some extent the correction sought here, it is the Committee's decision that this case will be closed without prejudice.

Notwithstanding this, the Review Committee believes it appropriate to comment on the factual situation presented in the grievance. First, the Committee recognizes the need for training in this instance to provide some means of filling the shift, should a vacancy occur, until the vacancy is bid and a successful bidder or appointee trained in the duties. To this extent, the transfer of headquarters was permissible. Secondly, the question of changing the grievant's hours, however, is not as readily ascertainable from the facts submitted to this Committee. The capability of making such changes for training purposes, without paying overtime, is restricted to those factual situations provided for in Paragraph F of the Supplement dated January 21, 1970 to the Hours Clarification. As it pertains to the situation here, it would be incumbent on the Division to show that the new schedule provides training he would not otherwise receive if left on his regular hours. In this the record, as developed at this point, falls short of achievement.

This case is closed and should be so noted in the minutes of your next Joint Grievance Committee meeting.

*[Signature]*  
 L. V. BROWN, Chairman  
 Review Committee

LVB:RS

cc: JHBlack  
 IWBonbright  
 JAFairchild  
 HJStefanetti  
 HGThomas  
 LNFoss, IBEW