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DIVISION OR DEPARTMENT **INDUSTRIAL RELATIONS**
FILE NO. **741.5**
RE LETTER OF
SUBJECT **Review Committee File No. 1328**
 Stockton Division Grievance No. D.Gr/C 16-73-3
 Filling of Temporary Vacancy, Division Operator

202
205
204

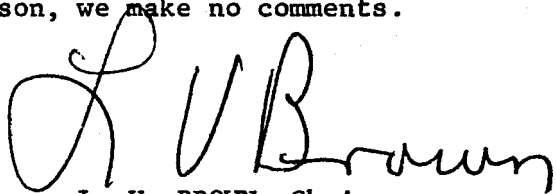
June 18, 1974

MR. J. W. ADAMSON, Chairman
Stockton Division
Joint Grievance Committee

The Review Committee is in receipt of your letter dated March 15, 1974 requesting clarification of our decision concerning the effect of the grievant's lack of full qualification to perform the job at issue.

In general, the provisions of Section 205.11 as it relates to being "fully qualified" prior to assignment to a given classification are applicable to temporary appointment as well as permanent appointment. At times, however, an exception must be recognized to this rule as, in this case, where the opportunity to become fully trained in the operations in the Division Operator's office is not available prior to the appointment. There are likely many other types of situations where the same reasoning would apply, but they must be met as they are raised.

As to your second question, the issue is not relevant in this case and, for that reason, we make no comments.



L. V. BROWN, Chairman
Review Committee

LVB:rto

cc: DGCollins
✓LNFoss, IBEW

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DIVISION CH
DEPARTMENT STOCKTON - Personnel

FILE NO.

RE LETTER OF

SUBJECT Review Committee
Decision No. 1328

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APR 9 1974
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March 15, 1974

REVIEW COMMITTEE
L. V. BROWN, CHAIRMAN

In the decision of the Review Committee letter of December 4, 1973, in regard to the above grievance, the meaning of the term "notwithstanding qualifications" is not fully understood by the Stockton Joint Grievance Committee.

To clarify the intent, the following questions need to be answered:

1. In a temporary upgrade situation under Section 205.3, is it necessary that the employee to be upgraded be fully qualified relative to the full duties of the vacant upgrade position or only those duties of the upgrade position that he will be required to perform?
2. Is the consideration different between the filling of vacant authorized positions and the filling of temporary additional positions?

J. W. Adamson
 J. W. ADAMSON, CHAIRMAN
 STOCKTON JOINT GRIEVANCE COMMITTEE

DGCollins:es