

PG and E**FOR INTRA-COMPANY USES**

DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
 FILE No. 741.5
 RE LETTER OF
 SUBJECT Review Committee File No. 1348
 Sacramento Division L.I.C. 6-73-3
 Lineman Bypassed on Line Subforeman Job

July 25, 1974

MR. C. F. POTEET, Company Member
 Sacramento Division
 Local Investigating Committee

MR. A. SANDOVAL, Union Member
 Sacramento Division
 Local Investigating Committee

The above-subject grievance has been discussed by the Review Committee and is being returned to the Local Investigating Committee for settlement in accordance with the following:

As a result of the Review Committee hearing held in Placerville, the reasons for the bypass and grievance becomes more distinguishable. The case, in itself, is unique inasmuch as the grievant, for his own reasons, elected not to accept upgrades to Line Subforeman over a period of three years, despite the fact that he had held the classification for a period of 2½ years immediately preceding his bid to Placerville and had a valid prebid to that classification on file. Additionally, in late 1972 the grievant very candidly informed his supervisors that he felt he had a personal problem directly related to the revocation of his driver's license. There were no subsequent communications between the grievant and his supervisors as to whether or not his personal problem persisted.

In view of the above, the Review Committee is of the opinion that there are valid doubts as to whether the grievant has the personal qualifications required of the job and considered together with the other facts submitted to the Committee, the bypass was proper. However, the question of the grievant's personal qualifications is still in doubt, and taking into consideration the grievant's expressed desire to again become a Line Subforeman and the fact that his craft qualifications and ability as a journeyman have never been at issue, he should be offered temporary assignments to Line Subforeman.

This case is considered closed without adjustment and should be so noted.


 L. V. BROWN, Chairman
 Review Committee

DJBergman:rto

cc: SEHowatt
 IWBonbright
 JAFairchild
 PMatthew
 EHWinsor, PGT
 Personnel Managers
 LNFoss, IBEW