

REVIEW COMMITTEE

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PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Review Committee File No. 1421-77-8
San Joaquin Division Grievance No. 25-82-77-17
Upgrade Based on Seniority, Fitter

November 9, 1977

MR. R. J. STEELE, Company Member
San Joaquin Division
Local Investigating Committee

MR. R. VAN DYKE, Union Member
San Joaquin Division
Local Investigating Committee

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

The case concerns the application of Section 205.3 of the Physical Labor Agreement — a temporary filling of job vacancies. The issue in dispute is whether seniority is the factor at the time the temporary vacancy is filled or whether the senior employee is entitled to upgrades regardless of previous assignments. This issue is not new to the grievance procedure, and as a result of numerous cases, the Review Committee is of the opinion that the time has come to formulate more definitive guidelines that can be applied to resolve future problems of this sort. Therefore, it is the decision of the Review Committee that temporary upgrades, requiring payroll change tags, will be filled at the time that the job vacancy exists with the employee in the headquarters in which the vacancy exists in order of preferential consideration pursuant to Section 205.7 of the Agreement. The assignment will be for the entire anticipated period of the temporary vacancy, but in increments of no more than six months. An exception exists when the senior qualified employee is absent due to vacation, short-term illness, or other similar short-time cause. In such cases, the vacancy shall be filled on a timecard basis (not more than 19 workdays) until the return of the employee normally entitled to the upgrade.

This case is considered closed without adjustment and should be so noted by the Local Investigating Committee.

D. J. BERGMAN, Chairman
Review Committee

L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: GNRadford
IWBonbright
LVBrown
JAFairchild
FCBuchholz
Personnel Managers