

REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

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
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-373-78-24
Review Committee File No. 1474-79-16

Statement of the Case

The grievance involved here concerns a promotional bypass. The grievant, a Hydro/Substation Mechanic, was bypassed for a promotion at the Diablo Canyon Nuclear Power Plant in favor of a Hydro/Substation Electrician. The Electrician formerly held the classification of Mechanic.

The reason given for the bypass was that the General Construction management intended to combine a Mechanical Crew and an Electrical Crew into one unit supervised by a working Foreman B and reporting to a Subforeman A. At the time of the vacancy, the Mechanical Crew worked under a working Foreman B while the Subforeman A directly supervised the Electrical Crew. The Electrician was selected for appointment, inasmuch as the grievant did not have an electrical background. As it developed, the crews were not combined for some time.

Discussion

Had the combination of the two units taken place at the time of the appointment, the bypass would have been proper. The question here, however, is whether the grievant was entitled to the upgrade until such time as the combination became effective. It is the conclusion of this Committee that he was.

The remaining question then concerns the period of time during which the grievant is entitled to the higher rate of pay. In this regard, the record is less than clear and on that basis the Review Committee determines that June 5, 1978 should be the cut-off date.

Decision

The grievant is entitled to working Foreman B wages from November 28, 1977 to June 5, 1978. The Department will make a retroactive wage adjustment accordingly.

FOR COMPANY:

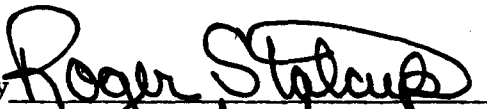
F. C. Buchholz
J. B. Stoutamore
D. J. Bergman

By 

Date _____

FOR UNION:

R. W. Stalcup

By 

Date 8/20/80