

# APPRENTICESHIP COMMITTEE

**PG&E**

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 5983

CARL F. POTEET, CHAIRMAN

- DECISION  
 LETTER DECISION  
 RECOMMENDATION FOR SETTLEMENT

**IBEW**

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. G. FITZSIMMONS, SECRETARY

Apprenticeship Committee Case No. 88-23

January 23, 1989

STEPHEN A. RAYBURN, Company Member  
Local Investigating Committee

PERRY ZIMMERMAN, Union Member  
Local Investigating Committee

## Subject

This case concerns a request from East Bay Region that the Apprenticeship Committee clarify when an apprentice lineman in Livermore should receive his 36-month wage step. The apprentice lineman in question, Mr. Jeffrey S. Sory, was placed on approximately three months light duty because of an industrial injury.

## Discussion

Mr. Jeffrey S. Sory, an apprentice lineman in Livermore, was extended between a 30-month step and a 36-month step of his apprenticeship due to an industrial injury which resulted in his placement on a light-duty assignment for 2-3 months. Local supervision stated that since the intent of the final six months in the apprenticeship is for an employee to demonstrate his proficiency while working with a journeyman, they believe that it was appropriate to delay Mr. Sory's 36-month PWI. Mr. Sory bid to the Livermore headquarters at the 31-month step of his apprenticeship and was on light duty the last 2-3 months of his apprenticeship. Therefore, management stated that they were unable to certify him as a qualified journeyman.

The Union, however, believed that the intent was not to delay progression between the 30-month step and 36-month step since Mr. Sory would have completed all training by the 30-month step.

## Decision

The Apprenticeship Committee agreed that an apprentice who has completed his/her 30 months of training is a qualified journeyman and can bid to a journeyman classification. Therefore, the employee should receive the 36-month wage step six months subsequent to the date that he received the 30-month wage increase. Furthermore, this decision will apply to any

similar situation that may occur in the future. Apprenticeship Committee No. 86-26 (Shasta Division, dated November 24, 1986) pertains to an employee who was in an apprentice classification and still receiving apprentice training when the employee sustained an industrial injury. In that case, Subsection 204.2(c) applied because the employee was still in his training program. However, once an employee has completed his/her training program 204.2(c) or 13.7(b) does not apply.

FOR THE COMPANY

FOR THE UNION

*Carl F. Poteet*

CARL F. POTEET

Date 1-25-89

*Ron Fitzsimmons*

RONALD G. FITZSIMMONS

Date 1-30-89