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APPRENTICESHIP COMMITTEE

PG&E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1124

P. N. LONG, CHAIRMAN

- DECISION
- LETTER DECISION
- RECOMMENDATION FOR SETTLEMENT

APPRENTICESHIP COMMITTEE NO. 86-26
Shasta Division

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

November 24, 1986

JULIE HATCHER, Company Member
Local Investigating Committee

RICH HAFNER, Union Member
Local Investigating Committee

Subject

This case concerns a request from the Division to extend the participation in the apprenticeship beyond that provided for in Paragraph G4(C) of the Master Apprenticeship Agreement for an industrially injured Apprentice Lineman.

Discussion

While attending Advanced Lineman school at Kettleman, the employee sustained an injury to his knee, which precluded his attendance at the school. He was placed on compensation payroll for a time and then returned to work at light duty. The employee, subsequently, has been spending time between light duty and compensation payroll.

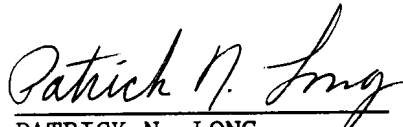
The problem facing the Division, of course, is how an employee who is alternately on and off work should be treated with respect to his training obligation. The bulk of the on-the-job training requires the employee to climb, and, as he is precluded from climbing, the question then is whether his progression should be delayed, as set forth in Subsection 205.2(C) of the Physical Agreement, coupled with an extension under Paragraph G4(C) of the Master Apprenticeship Agreement or should his progress simply be suspended from the time of injury until such time as the employee has a full release to return to the full duties of his classification.

Decision

An employee in an apprentice classification or classification having an agreed-to training program who is unable to fulfill the employee's training obligation due to industrial injury or other injury or illness, shall be delayed in wage progression and be excused from meeting such training requirements until the employee is released for full duty. An employee on light duty will not accrue time for PWI's except as provided in Subsections 204.2(c) or 13.7(b) of the Physical and Clerical Agreements. An industrially injured employee will receive a maximum 25 days credit in any six-month wage period in addition to any previous time worked prior to the injury or illness. The employee will be allowed any remaining uncredited time in which to complete academic or on-the-job Standards of Achievement for progression to the next higher wage step.

If an employee is not able to obtain a full release to return to duty within a maximum of six months, such employee's case shall be submitted to the Apprenticeship Committee, with a recommendation, for its' review and decision with regard to continuation in the training program.

FOR THE COMPANY:



PATRICK N. LONG

Date: 11-26-86

FOR THE UNION:



RONALD G. FITZSIMMONS

Date: 12-11-86

cc: Apprentice Committee