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APPRENTICESHIP COMMITTEE

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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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WALNUT CREEK, CALIFORNIA 94596
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R. G. FITZSIMMONS, SECRETARY

J. A. MOFFAT, CHAIRMAN

- DECISION
 LETTER DECISION
 RECOMMENDATION FOR SETTLEMENT

L. MIKE TYBURSKI, Company Member
Local Investigating Committee

W. R. GREER, Union Member
Local Investigating Committee

The Apprenticeship Committee reviewed the Local Investigating Committee Report for SVR R06-004-87-04. The following are the Committee's responses to the issues raised in the report.

Statement of Facts Item No.

7. The Committee also checked with Marysville, Auburn, and Chico switching centers in Sacramento Valley Region who indicated that they were following the procedures as cited in 2-33 on the sample switching logs.

The following are questions were raised by the Local Investigating Committee and Apprenticeship Committee responses:

- (1) What constitutes automatic failure on the 30-Month Wage Progression Simulator Test? What constitutes failure to establish a clearance?
ANS: Failure to establish clearance points.
- (2) Where are the instructions to provide for this?
ANS: Given at school.
- (3) Have any other OIT's been failed on the 30-Month Wage Progression Test due to the omission of this step alone?
ANS: Yes.
- (4) In the OIT Guide, a 70 percent grade is considered qualifying on all tests. What percent was this I.A. error to the total 100 percent grade?
ANS: 70 percent of written exams - not the simulator.

8. With respect to Issue I.B., "failed to tag equipment for non-operation by neglecting to hang a caution tag on the control handle of a damaged circuit breaker," M. Blough explained to the Local Investigating Committee her rationale for not operating the control handle.

Blough explained that the breaker was visibly damaged and potentially dangerous, therefore, she did not tag the equipment. Blough went on to state that at the school when this issue was raised by Wolfgang Hays, she explained her rationale to him and he appeared to accept it and agree with her. However, now it is listed as part of the basis for her failure. Would failure on this item alone constitute failure for the 30-month step?

ANS: No.

9. With regards to Issue I.C., "failed to properly complete MASTER MAN ON LINE TAG." The Local Investigating Committee was unable to address this issue inasmuch as the MOL tag was not available to the Local Investigating Committee. M. Blough testified that she was unaware that she had failed to properly complete the MOL tag, inasmuch as it was never mentioned to her at the school.

ANS: It was received and improperly completed, but would not be sole reason for failure.

10. Issue II.A. "failed to document in chronological log that a system separation had occurred at her station." Blough testified that the detailed information was provided in the switch log but not in the chronological log. She indicated that in the chronological log, she had referenced the system separation incident but did not provide details, but instead referenced the switched log for details.

ANS: The entries were not in chronological order, but this would not be sole reason for failure.

11. The second major issue in the grievance dealt with Blough's request to be re-tested immediately. Blough testified that the I.A. section of the test would take only 40 minutes to complete. She indicated that she requested immediately to be re-tested but was told that it would be a minimum of 30 days before she could be re-tested and that the request must be made by her supervisor.

The Local Investigating Committee reviewed the System Operator Training Program Agreement and was unable to find any language regarding the re-test other than the matrix which provided that re-tests should occur within 90 days.

Blough went on to state that she wished to be re-tested as soon as possible at the Emeryville Simulator inasmuch as the school was going to be moving to San Ramon and the new equipment at San Ramon would be unfamiliar to her.

Blough went on to state the test was completed at 1:30 p.m. Ten minutes later, she was informed she had failed the test. Blough asked to re-test on that problem immediately and was informed it would not be re-scheduled for at least 30 days.

Sabrina Bruno stated that in the past, students have been re-tested on the same day under special circumstances and I know this because I was one that was re-tested on the same day.

ANS: Blough could have taken the re-test immediately although not encourage. Also, the equipment in San Ramon is similar to the equipment from Emeryville.

- 14. Blough stated that Patti Westcott had failed to establish a proper clearance on the same problem the Emeryville Training Center on her 30-Month Simulator Test. Upon being notified of her failure, she immediately contacted Bruce Roessler, her supervisor at Vaca-Dixon Substation. Bruce Roessler called Don Davis and upon discussion Patti was passed on her 30-Month Simulator Test. (This was to fail to establish a clearance by not testing all potential sources de-energized prior to reporting crew on.)

ANS: See 15.

- 15. Committee requested to see a copy of Patti Westcott's 30-Month Simulator Test results.

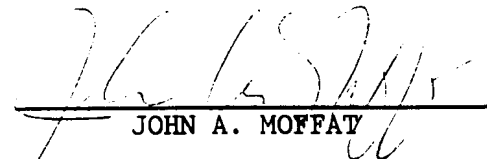
ANS: Patti Westcott failed her 30-Month Simulator Test and on her re-test had no problem similar to the one failed by the grievant.

Others named by the Union:

Emmerich - He answered a similar problem correctly on 18 months test and on his 30-month test and re-test.

Wilson - No questions concerning underground were on the exam.


The Committee agrees that the Simulator Test was properly graded and recommends that the grievant take the re-test.



 JOHN A. MOFFAT

 4/11/88

 Date



 RON FITZSIMMONS

 4/18/88

 Date

cc: Apprenticeship Committee