

REVIEW COMMITTEE**PG and E**

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D.J. BERGMAN, CHAIRMAN

IBEW 

INTERNATIONAL BROTHERHOOD OF
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 WALNUT CREEK, CALIFORNIA 94596
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 M.A. MEDEROS, SECRETARY

**CASE CLOSED
 LOGGED AND FILED**

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Shasta Division Grievance No. 13-99-79-19
 P-RC 527
 Fact Finding Committee No. 1342-79-283
 Denied Upgrades When Subforeman is Absent

June 23, 1980

MR. L. H. CONNER, Company Member
 Shasta Division
 Local Investigating Committee

MR. R. M. HAFNER, Union Member
 Shasta Division
 Local Investigating Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Section IB(2) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case involves the question of upgrade for a G.C. Field Mechanic A who was temporarily assigned for a period of time to work in a Division garage.

The facts in this case note that on two separate dates the grievant, who was assigned to the second shift operation in the Division garage, was left in charge of the shift when the Subforeman was absent. The issues raised in this case concern whether or not a G.C. employee temporarily assigned to a Division operation is covered by the Title 200 or 300 sections of the Physical Agreement. In reviewing the criteria for upgrade, the Committee notes that the Field Mechanic A was in charge of the shift involving two other employees exclusive of himself. Under the Division rules according to the Job Description for Lead Mechanic (in effect at that time), a Division employee would be entitled to an upgrade under the provisions of Section 204 of the Physical Agreement. Under the Job Definitions provided for the garage employees in the G.C. Service Center, an Equipment Mechanic would be upgraded to Lead Mechanic under the same set of rules according to Title 304 of the Physical Agreement. In G.C. Field Operations, the Committee notes the application is similar. The question becomes, therefore, to which job should the G.C. employee be upgraded, that is the G.C. Lead Field Garage Mechanic or Division Lead Mechanic. At the time the grievance was filed, the Division Lead Mechanic was paid a lower rate, in fact, lower than the Field Mechanic A rate.

After considerable discussion of the issue in this case, the Committee agrees that the G.C. employee, while on loan to the Division Operation is still governed by the G.C. provisions of the Agreement and is entitled to the G.C. Lead Field Garage Mechanic rate for the two days in question. The Committee notes further, however, that as a result of the most recent negotiations and the changes to the Division garage classifications with the adjustments provided therein, that in the future, the situation presented in this grievance would result in an upgrade to a G.C. Lead Field Garage Mechanic wage rate which is now lower than the rate established for a Division

June 23, 1980

Garage involving the same kind of work, which appropriate classification would be Garage Subforeman.

This case is closed on the basis of the foregoing and the adjustments provided therein, and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



M. A. MEDEROS, Secretary
Review Committee

PEPettigrew(1123):ml

cc: RJLaRue, Jr.
MEBadella
LCBeanland
IWBonbright
LVBrown
FCBuchholz
RHCunningham
NRFarley
CAMiller
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Division Personnel Managers