

REVIEW COMMITTEE

PG and E



PACIFIC GAS AND ELECTRIC COMPANY
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(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

RECEIVED SEP - 3 1980

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-774-79-130
P-RC 529
Alleged Bypass, JRasmussen

August 29, 1980

MR. T. C. PHEBUS, Company Member
East Bay Division
Local Investigating Committee

MR. J. E. McCAULEY, Union Member
East Bay 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 1B (2) of the Review Committee procedure to the Local Investigating Committee for settlement in accordance with the following:

The case concerns the bypass of an Apprentice Lineman for a temporary assignment as a Lineman. The employee upgraded was a Groundman who formerly held the Lineman classification. The upgrade was to the Cable Lineman classification as opposed to Lineman and; as a result, the grievant, by Cable Lineman job definition, is excluded from this type of an assignment. The Union members of the Local Investigating Committee are taking the position that as a qualified Apprentice Lineman, the work assignment at issue (actual cable splicing and in most instances working alone) is performed by Lineman as well as Cable Lineman.

The Pre-Review Committee recognizes that the Master Apprenticeship Agreement allows for the assignment of an Apprentice to work alone up to the time when they become proficient and safe at any given task and then are entitled to the Journeyman rate of pay. However, the parties are in agreement that upgrading of Apprentices to Journeyman should not be made to the extent that an employee would be in jeopardy of failing to attain the requirements of the Apprenticeship. Further, the Agreement does not provide an Apprentice who is not a 205.7(a) or (b) bidder, with a contractual right to the Journeyman upgrade but is permissive if there is an operational need.

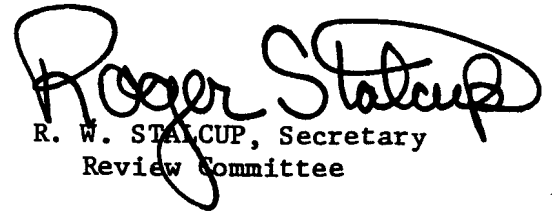
In view of the above, the Pre-Review Committee agrees that a contractual violation did not occur in this case; and the correction asked for is denied.

August 29, 1980

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



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

RWS/rlm

cc: MEBadella
LCBeanland
IWBonbright
LVBrown
FCBuchholz
RHCunningham
NRFarley
CAMiller
WKSnyder
JBStoutamore
CPTaylor
Division Personnel Managers