

**REVIEW COMMITTEE****PG and E****IBEW**

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125

**CASE CLOSED** DEC 8 1980  
**LOGGED AND FILED**

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

D.J. BERGMAN, CHAIRMAN

San Francisco Division Grievance No. 2-513-80-28  
P-RC 558

R.W. STALCUP, SECRETARY

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

Should System Operators Grade Monthly Assignment  
Charts of Operators-in-Training?

December 5, 1980

MR. G. D. LAWSON, Company Member  
San Francisco Division  
Local Investigating Committee

MR. F. A. SAXSENMEIER, Union Member  
San Francisco 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 Step Five A(i) of the Review Committee procedure to the Local Investigating Committee for settlement in accordance with the following:

This case involves the question of whether San Francisco System Operators should be required to grade the Operators-in-Training monthly assignment charts. Currently, the Operators are being required to assign letter grades to indicate whether or not such trainees are performing specific assignments in a satisfactory manner.

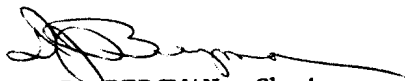
The Union concurs that System Operators are required to assist in the training of Assistant Operators and Operators-in-Training. However, the Union contends that their agreement was never construed to include the assigning of letter grades to monthly assignment charts. The Company, for its part, recognizes the System Operator as being an integral part in the training of such OIT's and AO's to the extent that the Journeyman Operators are in an excellent position to evaluate the progress of the trainees. As such, the Company believes that it is necessary for operating supervision to have specific input from the Journeyman when reviewing the progress of the trainees. While the Company can agree to provide options to the requirement of daily ratings being assigned by the Journeyman to the monthly assignment charts, the Company must continue to require the Journeyman to actively participate with the operating supervisor in the evaluation of a system operator trainee's progress as follows:

1. The Journeyman will be required to give an overall rating at the end of his assigned period of instruction.
2. The ratings will be:

M = Meets requirements  
N = Needs improvement

These ratings are only intended to allow local supervision to monitor the performance of the trainee at that stage of their training, and if necessary, improve training in that area.

On the basis of the above discussion, this case is considered closed; and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

DJB:ml

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