

**REVIEW COMMITTEE**



PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(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

**CASE CLOSED** NOV 12 1980  
**LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Shasta Division Grievance No. 13-131-80-15  
P-RC 567  
Working Outside of Classification

October 2, 1980

MR. E. M. CONWAY, 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(I) of the Review Committee procedure to the Local Investigating Committee for settlement in accordance with the following:

The issue in dispute concerns the requirement of the grievant, a Leadman Driver, to train an employee in the operation of the diesel truck-trailer combination. This issue is not new to the Pre-Review Committee and was settled by the Fact Finding Committee in their Case No. 1640-80-213 (attached). Therefore, the Pre-Review Committee is of the opinion that this case should be settled in the same manner.

This case is considered closed on the basis of the foregoing, 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: RJLaRue, Jr. | NRFarley                    |
| MEBadella        | CAMiller                    |
| LCBeanland       | JBStoutamore                |
| IWBonbright      | WKSnyder                    |
| LVBrown          | CPTaylor                    |
| FCBuchholz       | Division Personnel Managers |
| RHCunningham     |                             |

Attachment

MEMORANDUM OF DISPOSITION

Fact Finding Committee No. 1640-80-213  
Colgate Division Grievance No. 12-60-80-5

Subject of Grievance - Use of Leadman Driver to Instruct Materials Men in the Operation of Diesel Tractor and Trailer in Order to Qualify for Leadman Driver Positions.

Facts and Discussion - The Fact Finding Committee met on August 28, 1980, and reviewed the report of the Division's L.I.C. The Union reviewed their understanding of the bargaining involved in establishment of the Leadman Driver classification and the related training provisions.

The Committee discussed a June 10, 1980, letter from Mr. B. P. Sadler to Mr. B. A. Damele regarding Company's proposed use of a truck driving school that would train on a one-to-one basis. (Copy of letter attached)

The Committee agrees to settle the above subject grievance based on the following:

1. An employee with a prebid on file for Leadman Driver whose employment date would put him in line for an award or temporary upgrade to the position will be given the Class 1 license physical examination and take the written test from the D.M.V.

He will spend a period of time (1-2 weeks) riding with a Leadman Driver observing the operation of the vehicle. The Leadman Driver will also explain the various operations -- shifting, gearing, braking, etc.

2. The employee will then be given off-road familiarization training. He will drive the vehicle around the North Valley Materials Distribution Center yard area practicing what he has observed and also practicing backing and other maneuvers.
3. When he has gained a general familiarity with the operation of the vehicle and has completed his off-road training, he will be sent to the Truck Driving School for final training including on-road driving experience.
4. Upon successful completion of the school, he will return to his headquarters and the Company Driver-Instructor will give him his road test to qualify for his Class 1 license and Company Driver's Permit.

Based on the above, this case is considered closed.

L. N. Foss  
L. N. Foss, Union Member

Concur/Dissent

9-29-80  
Date

E. A. Fortier  
E. A. Fortier, Union Member

Concur/Dissent

9/16/80  
Date

D. J. Bergman  
D. J. Bergman, Company Member

Concur/Dissent

9-22-80  
Date

JAMES K. Mc DONALD

Concur/Dissent

9-5-80

**COPY**

INDUSTRIAL RELATIONS

SAFETY, HEALTH AND CLAIMS  
762.3

JUN 11 1980

Truck Driving School

IWB	PEP	RLS
LVB	PNL	RTO
DJB	MMC	JAC

June 10, 1980

MR. B. A. DAMELE:

This is in reply to your letter of June 3, 1980 regarding the training of diesel tractor drivers.

The question appears to be is it safe for Leadman Drivers to train new drivers on the job until they are qualified to obtain a Class I driver's license. At present all Company Drivers and Equipment Operators are trained in that manner. It is true that in diesel cab-over tractors all controls cannot be reached from the passenger seat, however, the steering wheel, trailer brakes, and gear shift lever can be reached in an emergency.

In a telephone conversation with Mr. Cary Taylor, he indicated that the Materials Department plans to hire the San Rafael Truck Driving School to do the training on a temporary basis at a cost of \$500.00 per student. This appears to be a very economical means of accomplishing the training.

Allowing the school to do the training does not present any legal problems provided they are adequately insured.

BRUCE P. SADLER

IMCrawford(3158):pjh

cc: CPTaylor  
DJBergman ✓