

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

PACIFIC GAS AND ELECTRIC COMPANY  
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 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 JUN 1 1 1982**  
**LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-931-81-35  
 P-RC 665

June 2, 1982

MR. R. S. BAIN, Chairman  
 General Construction  
 Joint Grievance Committee

Subject of the Grievance

This grievance complains that the grievant was demoted from Backhoe Operator to Heavy Truck Driver, and that 12 days after this demotion a Working Foreman B with a welding background operated a backhoe on a job located in the same Promotion-Demotion Area in which the grievant was working, but at a different headquarters.

Discussion

The Local Investigating Committee determined that the Working Foreman operated a backhoe 1½ to 2 hours daily on the job in question between February 24, 1981 and March 12, 1981. The Local Investigating Committee also determined that the Working Foreman on the crew had never been formally trained in, or tested on, the operation of backhoes. His crew consisted of a Welder and a Miscellaneous Equipment Operator B. The grievant was not on this crew. The job in question isolated a "non-protectable steel main in cathodic protection system".

The Pre-Review Committee is in agreement that employees should not be assigned to perform a craft skill until they are properly qualified. Generally such qualifications are acquired only through proper training and demonstrated competence in the craft. Nevertheless, there are incidental occasions when employees in higher classifications may work in lower craft classifications in a different line of progression for less than two hours at a time, if they are qualified to perform the assigned duties.

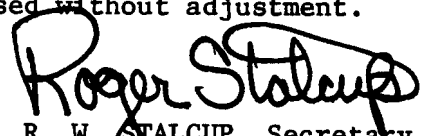
Although the Committee does not view the present case as a violation of the Agreement, such incidental assignments of employees from another line of progression should be kept to a minimum.

Decision

On the basis of the above the case is closed without adjustment.



D. J. BERGMAN, Chairman  
Review Committee

  
R. W. STALCUP, Secretary  
Review Committee

DJB:ml/RWS:rlm

- cc: GSBates  
LCBeanland  
IWBonbright  
FCBuchholz  
GClark  
RHCunningham  
NRFarley  
DKLee  
DAOkabayashi  
TCPhebus  
WKSnyder  
JBStoutamore  
CPTaylor  
CEWelte  
Division Personnel Managers