

REVIEW COMMITTEE**PG and E**

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

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Gas Utilization Grievance No. 88-84-81-4
 P-RC 695

March 30, 1982

MS. G. CAMPBELL, Company Member
 Gas Utilization
 Local Investigating Committee

MR. J. VALENTINO, Union Member
 Gas Utilization
 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(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns the use of three Meter Regulator Mechanics and one Senior Meter Regulator Mechanic at the Fremont Gas Meter Shop to assist the Materials employees in taking a stock inventory. The grievance alleges that it was improper to assign this work to the Meter Regulator Mechanics and the Senior Meter Regulator Mechanic and that if the project could not have been completed in the time allotted that Materials employees should have been called in on overtime to complete it. The Joint Statement of Facts indicates that the project was completed in four days and if it had not been, the time would have been extended to complete the project and there would have been no overtime assignment.

The Pre-Review Committee discussed the issue in this case at great length. The Company Committee members stated that it is not the Company's position to ordinarily and routinely use employees for work either outside of their job description or their line of progression. However, the Company expressed that there are needs on occasion which require that it do so. In these circumstances, the Company stated that its policy is to use employees who are adequately trained and compensate them for such assignments. The Union agreed that certain operating conditions may require employees to be used in this manner. However, the Union Committee members expressed strong reservation to this practice. Further, Union Committee members indicated they would agree that such practice would be appropriate only under very limited circumstances.

Based on the facts of this case and the above discussion, the Pre-Review Committee agreed that there had been no contractual violation since no overtime was worked and further that the Meter Regulator Mechanics and Senior Meter Regulator Mechanics are paid at a rate which is higher than that of a Materialsman.

IBEW 

INTERNATIONAL BROTHERHOOD OF
 ELECTRICAL WORKERS, AFL-CIO
 LOCAL UNION 1245, I.B.E.W.
 P.O. BOX 4790
 WALNUT CREEK, CALIFORNIA 94596
 (415) 933-8080
 R.W. STALCUP, SECRETARY

CASE CLOSED APR 1 1982
LOGGED AND FILED

March 30, 1982

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



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

MAShort(6274):ml/CLW:rlm

cc: PHeilmann
LCBeanland
IWBonbright
FCBuchholz
RHCunningham
NRFarley
DAOkabayashi
TCPhebus
WKSnyder
JBStoutamore
CPTaylor
CEWelte
Division Personnel Managers