

REVIEW COMMITTEE**PG and E**

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

IBEW 

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

CASE CLOSED APR 1 1982
LOGGED AND FILED

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Sacramento Division Grievance No. 6-126-81-5
P-RC 716

March 30, 1982

MR. M. TYBURSKI, Company Member
Sacramento Division
Local Investigating Committee

MR. P. ZIMMERMAN, Union Member
Sacramento 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 grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns an employee who has been a Working Foreman since 1971. He normally works with a Groundman and is assigned tasks such as towing the three wheeled dolly which contains wire, pulling a water tank for washing insulators, and hauling poles over 55 feet on the average of three times per week. The grievant has been assigned these tasks for at least the last seven years, and it is work which requires possession of a Class I Drivers License.

On or about May 11, 1981, the grievant was instructed to drive a diesel rig from one substation in the Division to another. The grievant informed his supervisor that he could not comply with the instruction because he did not have a Class I Drivers License. Shortly thereafter, the grievant was told that he must obtain a Class I or he would be removed from the Working Foreman classification pursuant to Title 206.

The grievant did obtain a Class I Drivers License. This grievance was filed on his behalf, however, alleging that a Class I Drivers License is not a requirement of the Working Foreman classification.

The Pre-Review Committee noted that the job definition of a Working Foreman states in part, "He may be required to drive the truck and operate the associated equipment." The definition also states in part that his crew "...may include a driver..."

Review Committee Decisions 1031 and 1268 were also reviewed paying particular attention to Item 3 of the Decision which states:


March 30, 1982

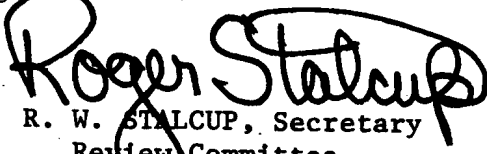
"In situations involving drivers other than T&D Drivers where a Class I Drivers License is required and the assigned driver does not possess the required license, either the driver assignment or the load will have to be changed to comply with the State Vehicle Code."

During the Local Investigating Committee meeting, the General Foreman testified that reassignment of the work to another employee who did possess a Class I license was not feasible and would result in additional expense to the Company.

The issue of requiring Class I licenses for various classifications involved in driving is not new to the parties. After some considerable discussion, the Pre-Review Committee agrees that agreement on such requirement, unless previously provided for is better left to general negotiations. The Pre-Review Committee agreed that inasmuch as the grievant does now possess a Class I license, that he is qualified to continue with the present driving assignment; but that having a Class I Drivers License is not a requirement of the Working Foreman classification.

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

MAShort(6274):ml/CLW:rlm

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