

REVIEW COMMITTEE**PG and E**

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- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Coast Valleys Division Grievance No. 18-607-81-51
 P-RC 762

November 2, 1982

MR. L. CAMPBELL, Company Member
 Coast Valleys Division
 Local Investigating Committee

MR. D. REESE, Union Member
 Coast Valleys 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(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

The issue in this case involves the bypass of an Assistant Control Operator in Morro Bay Power Plant for an emergency overtime assignment. On April 12, 1981, acid cleaning of No. 4 boiler at Morro Bay Power Plant was scheduled. According to the Morro Bay Plant Guidelines for Miscellaneous Operator Duties, letter dated January 2, 1975, the first choice for assigning this work would be given to Senior Control Operators with a second choice being a qualified Control Operator. Testimony in this case indicates that no one was available in either of these classifications, and the job was, therefore, assigned to a qualified Assistant Control Operator. The Assistant Control Operator assigned called in sick for the assignment, and the job was subsequently given to an Assistant Control Operator with more accumulated overtime than the grievant. The argument in the Local Investigating Committee concerned the qualifications of the employee who was bypassed, with Company maintaining that the grievant did not possess the qualifications to perform this work.

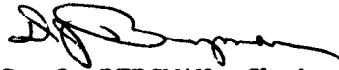
Without regard to the qualifications of the individual bypassed for this work, the Committee believes that on the basis of the January 2, 1975 written plant procedure that the appropriate classifications involved would be first, a Senior Control Operator and secondly, a qualified Control Operator. Inasmuch as there were no Senior Control Operators or Control Operators signed up, the Committee concludes that there was no violation of Title 212, and no obligation under Title 212 to have called the grievant. In reaching this conclusion, the Pre-Review Committee reviewed Pre-Review Committee Decisions 155, 157, 221 and 223, 260 and 504.

As part of its discussion, the Committee noted that the Assistant Control Operator was used in this case without benefit of upgrade, contrary to the stated plant policy as to which classifications will be assigned this work. The policy notes that Assistant Control Operators and Auxiliary Operators will be used to assist Control Operators during chemical cleaning but does not provide for the use of such classification alone. In fact, discussion at the Fact Finding level indicates that

November 2, 1982

the Assistant Control Operator worked with the assistance of an Auxiliary Operator on watch and the chemist. As an equity settlement only, and in recognition of the plant's written policy, while not an issue originally grieved in this case, the Committee concludes that the Assistant Control Operator used for this assignment should be upgraded to the Control Operator rate of pay for the work involved.

On the basis of the foregoing, 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

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