

**REVIEW COMMITTEE**205.11 P  
601.5 P  
604.5 P**PG and E****IBEW** PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125INTERNATIONAL 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  
LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

OCT 7 1983

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- DECISION
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- LETTER DECISION
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- PRE-REVIEW REFERRAL

San Jose Division Grievance No. 8-769-82-136  
P-RC 829

September 15, 1983

MR. D. J. COYNE, Company Member  
San Jose Division  
Local Investigating CommitteeMR. B. TWOHEY, Union Member  
San Jose 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:

Subject of the Grievance

The grievant, a Gas Helper, submitted a prebid for Corrosion Mechanic on March 18, 1982. He met all of the requirements for the Corrosion Mechanic position with the exception of passing the Corrosion Mechanic Training School. The Corrosion Mechanic Training School was last held November 17 through November 21, 1980. The Union filed the grievance because another Gas Helper, junior to the grievant, in the headquarters has been temporarily upgraded to Corrosion Mechanic. However, the junior Helper had submitted a prebid to Corrosion Mechanic on April 10, 1980 and passed the Corrosion Mechanic School in November of 1980 and was, therefore, qualified for the upgrade.

Discussion

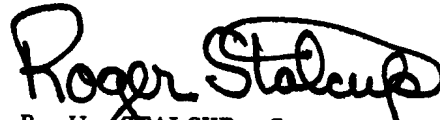
The Union opined that the Corrosion Mechanic Training School is a negotiated training program and that the Company is obligated to hold that school periodically to provide employees the opportunity of becoming qualified for upgrades to Corrosion Mechanic and that a two-and-a-half year lapse since the last school was unreasonable. The Company pointed out that Corrosion Mechanic Schools are scheduled based on needs for training. The work load in cathodic protection is declining due to the Company's having met its initial need to put the system under protection. Therefore, the work load and projected attrition of Corrosion Mechanics have not justified the qualifying of more employees and no schools have been held. The General Office has recently surveyed the Divisions and determined that it is appropriate at this time to hold a Corrosion Mechanic School. That school was held June 27, 1983 through July 1, 1983. The grievant attended and passed this Corrosion Mechanic School. The Division expects to upgrade the grievant to Corrosion Mechanic in the future as the need arises pursuant to Section 205.3.

Decision

The Committee is in agreement that the bypass was proper inasmuch as the grievant was not qualified for upgrade at the time the bypass occurred. This case is closed without adjustment; however, as a result of the issues raised, the Company is committed to holding at least one Corrosion Mechanic School annually, or more if needed.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

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