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REVIEW COMMITTEE

PG and E

IBEW

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

CASE CLOSED
LOGGED AND FILED

OCT 18 1985

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
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D.J. BERGMAN, CHAIRMAN

RECEIVED OCT 16 1985

General Construction Grievance No. 3-1367-85-1
P-RC 1028

R.W. STALCUP, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

October 15, 1985

MR. R. S. BAIN, Chairman
General Construction
Local Investigating Committee

MR. BARRY HUMPHREY, Chairman
General Construction
Local Investigating Committee

Issue

This grievance concerns the alleged improper assignment of Equipment Mechanics to perform inspection work.

Facts of the Case

The Local Investigating Committee Joint Statement of Facts noted that Equipment Mechanics at the Davis Service Center were being required to inspect repaired tools for periods of six months or more. If a problem was found during the inspection of a tool, the Equipment Mechanic performing the inspection either repaired the problem or confronted the Equipment Mechanic who performed the original repair and instructed them to fix the problem.

Discussion

In discussion of this case, the Union opined that Equipment Mechanics, by job definition, may perform inspections on their own work, but if they are required to perform inspections on the work of other Equipment Mechanics, upgrade to Mechanical Inspector is warranted. The Company argued that the work in question could be assigned to Equipment Mechanics as it is within their job description.

Decision

The Committee reviewed the Equipment Mechanic job description which was revised on March 3, 1981 by letter of agreement as a result of Pre-Review Committee Case Nos. 476, 479, 518, 544. The job description reads, in part:

An employee who is a journeyman and who performs all types of tool, equipment and automotive maintenance and repair work, including welding; completes job tags and performs other paper work in connection with his job.

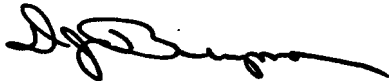
In fulfilling this responsibility, must inspect for wear and condition, for extended periods of time, if required, and submit findings on Motor Vehicle Complaint forms and/or Inspection and Maintenance forms (or other forms which in

future replace these forms). While this work may be performed without direct supervision, the Equipment Mechanic shall submit his findings and recommendations for review and decision to the supervisor in charge. He shall not be expected to perform inspection work beyond his training. (emphasis added)


Following discussion, the Committee agreed that the Equipment Mechanics performing inspection work in this case were exercising independent judgement in confronting other Equipment Mechanics with the results of the inspections and instructing them to fix the problem. Had the Equipment Mechanics taken the results of the inspections to the supervisor in charge, either an exempt supervisor or Mechanical Inspector, for example, as required in the job definition, the assignment would have been proper.

As a result, retroactive to 30 days prior to the filing of the grievance, those Equipment Mechanics at Davis performing inspection work and exercising independent judgement with the results of the inspection will be upgraded to the Mechanical Inspector classification for the period of time such work was performed.

Based on the foregoing, this case is considered closed and such closure should be noted in the minute of the Joint Grievance Committee.



D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

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