



# REVIEW COMMITTEE

RECEIVED OCT 24 1988

IBEW



PACIFIC GAS AND ELECTRIC COMPANY  
215 MARKET STREET, ROOM 916  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 973-1125

**CASE CLOSED**  
**LOGGED AND FILED**

OCT 24 1988

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

San Francisco Division Grievance Nos. 2-1415-86-153 and 2-1420-86-158  
2-1419-86-157 and 2-1420-86-158  
P-RC 1258

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

October 17, 1988

KENT H. ANDERSON, Company Member  
San Francisco Division  
Local Investigating Committee

FRANK SAXSENMEIER, Union Member  
San Francisco Division  
Local Investigating Committee

## Facts of the Case

In April of 1985, the classification of Mainman-Arc was established in the new San Francisco Steam Heat Department. In January of 1986, the classification was changed by agreement to Certified Welder/Mainman-Arc with the added requirement that employees bidding the classification must be qualified as a Certified Welder. The grievant bid to the classification from Steam Generation as a Certified Welder. On October 29, 1986, the grievant received a disciplinary letter for poor welds. The grievant was subsequently trained for certification on use of the "Fleet 5 Rod." Use of the Fleet 5 Rod is required by ASME state code to work on steam heat distribution main. At the conclusion of the training, the grievant passed the W2-10A test (use of Fleet 5 Rod only) but failed WR-10P54.28 (use of Fleet 5 Rod and 7018 Rod). These requirements were an interpretation of the state code that were overlooked at the time the Certified Welder/Mainman-Arc classification was established and were not included as requirements for entering the classification.

## Discussion

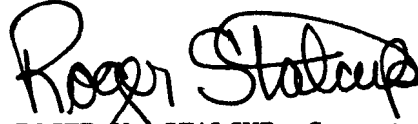
The Committee agreed that the issue of the disciplinary letter received by the grievant was moot as a result of being deactivated during the implementation of Positive Discipline. In discussion of the grievant's inability to pass the Fleet 5 Rod test, the Committee noted that this requirement was imposed on the grievant after he entered the classification. Had the Company been aware of the Fleet 5 Rod requirement, the grievant would not have been awarded the job. As this is analogous to a job misaward, the Committee agreed that an equity settlement is in order.

Decision

The grievant has been returned to his former classification of Certified Welder at Hunter's Point Power Plant. On this basis, the case is closed, and such closure should be so noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

RRDoering(223-1124):mc