



REVIEW COMMITTEE

7.2 -NBU emp. assigned
BU work
613.1 -Job duties of Field Cl



JUN 2 1 1989

PACIFIC GAS AND ELECTRIC COMPANY
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**CASE CLOSED
LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED JUN 1 9 1989

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1828-88-65
P-RC 1331

June 5, 1989

BYRON TOMLINSON, Chairman
General Construction
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Subject of the Grievance

Use of non-bargaining unit classification to perform alleged bargaining unit duties.

Facts of the Case

On August 22, 1988, the Company reclassified one Field Clerk and one Station Mechanic to a non-bargaining unit weekly classification, Communication Field Assistant (CFA). Another Field Clerk had been reclassified to Communication Field Assistant on April 11, 1983.

Local Investigating Committee (LIC) testimony indicated the Telecommunication Group had utilized CFA for over twenty years to perform technical and purchasing support. Further, Company LIC testimony indicated the job duties of the CFA, and field clerical and material duties did overlap on occasion.

The duties of the CFA were attached to the LIC in the form of job descriptions.

Discussion

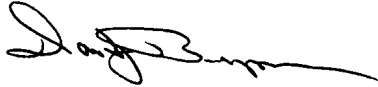
The Committee carefully reviewed the job descriptions and the testimony at the LIC and concluded that a significant portion of the CFA duties are within the duties of the Field Clerk. Those duties, in this case, which fall within the scope of the Field Clerk classification:

- 1) Maintenance of records, inventory, databases, files
- 2) Material ordering, purchasing, shipping, receiving
- 3) Prepares, completes forms
- 4) Assists supervisor on special assignments

Decision

The Committee agreed that those duties that are being performed at that location by the non-bargaining unit classification which are within the jurisdiction of the Field Clerk classification will be returned to the bargaining unit.

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



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

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ADDENDUM

At the request of the Pre-Review Committee (P-RC), the Local Investigating Committee (LIC), comprised of Joel Ellioff, Business Representative, IBEW Local 1245, and Josie Reyna, Area Human Resources Manager, ENCON, convened on September 28, 1989, in Benicia, for additional facts gathering related to above-referenced P-RC decision.

Specific questions the LIC addressed were:

1. Have all the bargaining unit duties been removed from the Communications Field Assistant (CFA) classification and assigned to an appropriate bargaining-unit classification?
2. Which bargaining-unit employees were affected as a result of reassignment of these duties?

The LIC interviewed the following individuals:

- o Randy Cook, Telecommunications Superintendent
- o Daryl Lewis, Warehouse Foreman
- o Dan O'Byrne, First Field Clerk
- o Mike Vejraska, Communications Field Assistant
- o Oscar Martinez, Materialsman
- o Mike Ayala, Materialsman
- o Terry Fong, Materialsman

The LIC determined the following:

1. Dan O'Byrne inherited the following job duties previously performed by CFA's:
 - o Ordering material as requested by clients.
 - o Processing EMMS (Engineer's Material Memos).
 - o Typing material requisitions.
 - o Keying in material status information on P.C.
2. Other employees in the materials group were also affected as a result of the additional workload, as follows:
 - o Terry Fong - Assists with materials requisitions and other materials duties; works on the teleprocessor and at the substore. Increased workload by approximately an additional 30%.
 - o Oscar Martinez - Assists with ordering material for use in packing/mailing material to vendor. Contacts vendors on shipping errors; processing returns of shipments. Increased workload by approximately an additional 15%.

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- o Mike Ayala - Assists with shipping and receiving materials; contacts vendors as needed. Increased workload by approximately an additional 25%.
- 3. Employees Fong, Martinez, Ayala and O'Byrne are also working additional overtime as a result of the additional workload/duties previously performed by Bob Chapman and Mike Vejraska.
- 4. Mike Vejraska, CFA, was still performing the following bargaining-unit duties:
 - o filling material requests on occasion
 - o assisting with storing/relocating boxes in the warehouse
 - o assisting with other materialsman duties when materialsmen were not available.

The Committee agreed that Vejraska was in violation of the P-RC decision. As a result, the Company Committee member agreed to the following:

- o Vejraska would immediately be relieved of the bargaining unit duties.
- o By eliminating these bargaining unit duties, Vejraska's remaining duties as a CFA are insufficient to justify the continued existence of the CFA position. Therefore, the CFA position currently held by Vejraska will be eliminated effective November 13, 1989.
- o Vejraska will be returned to the collective bargaining unit as per Contract Section 306.11.
- o The other CFA's (Chapman and Spatz) will remain in same classifications performing non-bargaining unit duties.

Based on the above, the LIC Committee recommends that this case be closed without any further adjustments to the original settlement agreement made by the P-RC Committee.

Jose M. Reyna 11/13/89
FOR COMPANY DATE

Paul Bluff 11-20-89
FOR UNION DATE