



# REVIEW COMMITTEE

AUG - 8 1990



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

**CASE CLOSED  
LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
PO. BOX 4790  
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R.W. STALCUP, SECRETARY

**RECEIVED JUL 31 1990**

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Humboldt Division Grievance No. RW-HU-04-60-88-76-10 (P-RC 1370)  
Humboldt Division Grievance Nos. RW-HU-04-60-88-64-6 &  
RW-HU-04-60-88-66-7 (P-RC 1371)

July 18, 1990

DAN COOPER, Company Member  
Humboldt Division  
Local Investigating Committee

BOB CHOATE, Union Member  
Humboldt Division  
Local Investigating Committee

### Subject of the Grievances

These cases concern Company's temporarily upgrading Linemen to Troublemembers to perform field and station switching on prearranged overtime. Union alleges that pursuant to Letter Agreement R2-88-48-PGE, Company should have utilized System Operators when there were insufficient Troublemembers.

### Facts of the Cases

#### P-RC 1370 (RW-HU-04-60-88-76-10)

Company prearranged one Troublemember and four Linemen upgraded to Troublemember to work prearranged overtime on Sunday, October 16, 1988 to perform field and station switching prior to and at the conclusion of a project worked by a T&D crew. For the upgraded Linemen, this amounted to one hour and 50 minutes of switching per person.

#### P-RC 1371 (RW-HU-04-60-88-64-6 & RW-HU-04-60-88-66-7)

Company prearranged for two Linemen upgraded to Troublemember to perform field switching on Sunday, September 11, 1988. The employees worked from 4:00 a.m. to 5:00 p.m. When not performing switching operations, the employees worked as Linemen on the crew. Approximately half the switching was field operations.

### Discussion

The Committee reviewed Letter Agreement R2-88-48, specifically Attachment C, Item 2(b) which states:

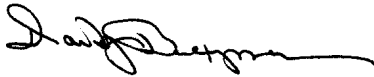
"When considering qualified switchmen for overtime switching at unattended stations, System Operators will be considered before Electricians, but after Relief Operators, Utility Operators, Roving Operators, or Troublemembers. The practice of Electricians switching for their own work will continue."

It is clear from the above that it was anticipated by the parties that there would be occasions where it is appropriate to utilize System Operators to perform switching at unattended stations, that such work is a duty common to several classifications. Further, the parties agree that System Operators are not qualified to perform field switching.

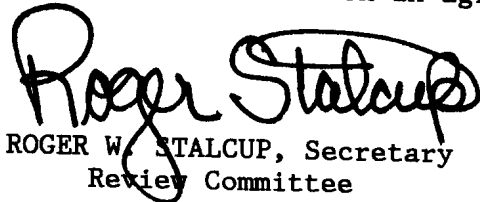
The Local Investigating Committee report cites reasons why the Company believed it impractical to utilize System Operators in these specific work assignments, and the Pre-Review Committee is in agreement that practicality should be a consideration. However, the Union believes that if the work clearly calls for one person to perform field switching and another to perform station switching, an Operator should be utilized for the station switching if available regular Troublemens have been utilized. Alternatively, though, if the assignment cannot be so segregated, because an employee would be required to intersperse station switching with field switching, then it is appropriate to utilize the Troublemans classification, either regular or temporarily upgraded Linemen.

#### Decision

Based on the foregoing discussion and giving consideration to issues of practicality, the Pre-Review Committee refers these cases back to the Local Investigating Committee to resolve. The Pre-Review Committee requests a copy of the settlement and retains jurisdiction if the Local Investigating Committee is unable to reach an agreement.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

MAShort(223-1123):nj