



REVIEW COMMITTEE

MAR - 2 1990

IBEW



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

**CASE CLOSED
LOGGED AND FILED**

RECEIVED FEB 12 1990

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
PO. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Steam Generation Grievance Nos. GEO-24-507-89-13 and
GEO-24-508-89-14
P-RC 1399
Fact Finding Committee File No. 4489-89-84

February 8, 1990

BRETT KNIGHT, Company
Fact Finder

DOROTHY FORTIER, Union
Fact Finder

The above-referenced case is being referred back to Fact Finding with a recommendation from the Pre-Review Committee that the case be closed without adjustment.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee

RRD:mc

cc: Mark Richards

JUN - 6 1990

RECEIVED MAY 22 1990

MEMORANDUM OF DISPOSITION
Fact Finding Committee Case No 4489-89-84
Steam Generation Grievance Nos. GEO 24-507-89--13
and GEO 24-508-89-14
PRE-REVIEW CASE NO. 1399

**CASE CLOSED
LOGGED AND FILED**

SUBJECT:

This grievance concerns the utilization of Mechanical Helpers, Keith Whitten and Brent Kirchner, West Geysers, to operate a pendent type crane without the benefit of an upgrade to Mechanic-Rigger.

DISCUSSION:

On 9-1-89, and 10-16-89, The Fact Finding Committee comprised of Dorothy Fortier, Assistant Business Manager, Loc al 1245, IBEW; Bob Choate, Union Business Representative; Rick Doering, Industrial Relations Specialist (at 9-1-89 meeting), John Moffat, Industrial Relations Representative (at 10-16-89 meeting); and Laura Henry, Human Resources Representative; met to discuss this case. Also present were Brett Knight, Sr. Labor Relations Representative and Lorraine Noss, Human Resources Representative.

The Union argued that the operation of the pendent type crane is not within the Helpers job definition "other work not requiring precision". Because of the absence of an appropriate classification to perform this work, Union stated the grievants should be entitled to upgrade to Mechanic-Rigger while operating the crane.

The Company opined that the Geysers six year past practice has been to utilize Helpers in this capacity and further that the operation of the crane with the hand held controls does not require a great degree of skill or precision and is well within the job definition for a Helper. The Company argued the practice at the Geysers and noted that the grievants were assisting a journeyman or working under a journeyman's direct supervision while operating the pendent type crane.

DECISION:

This case had been forwarded to the Pre-Review Committee for resolution and was revisited on February 8, 1990 with a recommendation that the case be closed without adjustment.

Accordingly, the Fact Finding Committee agrees that no violation of the Agreement occurred.

This case is closed without adjustment based on the past practice at the West Geysers and the Committee's understanding that Helpers are assigned to operate 25 ton or less capacity pendent cranes on a system-wide basis while assisting a journeyman or working under the direct supervision of a journeyman.

Memorandum of Disposition
Fact Finding Committee Case No. 4489-89-84

Dorothy Fortier concur/dissent
Dorothy Fortier, Union

4-20-90
Date

Bob Choate ~~concur~~/dissent
Bob Choate, Union

4/20/90
Date

John Moffat ~~concur~~/dissent
John Moffat, Company

5/16/90
Date

Laura Henry/M&R ~~concur~~/dissent
Laura Henry, Company

5-14-90
Date