

613.1 -Appropriate to require
a GC Subforeman to
estimate?



REVIEW COMMITTEE

IBEW



MAY 21 1991

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

**CASE CLOSED
LOGGED AND FILED
RECEIVED MAY 15 1991**

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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Pre-Review Committee File No. 1469
ENCON Grievance No. 3-2063-90-8

April 30, 1991

BYRON TOMLINSON
Engineering and Construction
Joint Grievance Committee

BARRY HUMPHREY
Engineering and Construction
Joint Grievance Committee

Subject of Grievance

Union alleged that estimating is an inappropriate assignment for a Subforeman "A".

Facts of the Case

The Grievant was told to estimate how extensive the repair of leaky transformers would be. The Grievant was required to take oil samples and to report back on man-days and equipment required for the job.

The Grievant stated that estimating is not a requirement of a Subforeman "A". The General Foreman stated that these are not major job duties for the Subforeman but that they estimate 10 to 12 times a year. He explained that Subforemen are required to use generic estimate sheets to come up with the overall manpower and equipment needs required for these jobs. The General Foreman stressed that these are general estimates without specific detail and that the Subforemen are not held accountable for the numbers that are indicated on these estimates.

Discussion and Disposition

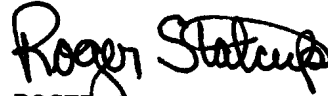
The Committee discussed the estimating aspect of the Subforeman's position and concluded that the statement made by the General Foreman is a fair representation of what is expected of a Subforeman. It was apparent that the foreman had a somewhat different definition of estimating than the General Foreman, which caused the issue to be raised.

April 30, 1991

This case is closed on the basis that the General Foreman's expectations of the Subforeman are fair and reasonable.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER STALCUP, Secretary
Review Committee

JAM:rps/tc