

- 2.1 -Recognition.
7.2 -Supv doing BU work.

Co improperly transferred bargaining unit work to supv



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94105
(415) 973-1125

MAR - 3 1993

**CASE CLOSED
LOGGED AND FILED**

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

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

RECEIVED FEB 25 1993

January 19, 1993

ENCON Grievance No. 3-2278-91-103
Pre-Review Committee File No. 1584

KEN LEWIS, Chairman
ENCON
Joint Grievance Committee

BARRY HUMPHREY, Chairman
ENCON
Joint Grievance Committee

Grievance Issue:

Company using a management employee to perform bargaining unit work.

Facts of the Case:

A Subforeman A has been upgraded to Foreman to supervise ENCON's Load Management group. This group includes seven Electricians, two Station Mechanics and two Field Clerks. Two Station Mechanics and one of the Field Clerks operate Substore 584, which orders, ships and receives material for Substation Department.

This group, in the past, has had both exempt employees and bargaining unit employees supervise this group or a portion of this group. The size of the group has not changed much through the years except for the addition of Substore 584. This upgraded Foreman supervised Fresno, Bakersfield and Stockton as a Subforeman A. In November 1991, Substore 584 was added to his assignment and he was temporarily upgraded to Foreman. The Subforeman A position was not backfilled.

January 19, 1993

-2-

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Discussion


Company argued that the job currently warrants an exempt foreman; that this employee is supervising multiple crews in various locations as well as running a substore. The Union argued that the Company did not fill in behind the Subforeman; that the work he has done for last several years has not changed significantly and the work should be returned to the unit.

Disposition

The Committee agreed that based on the facts in this case, the work previously performed by the Subforeman should remain in the bargaining unit and performed by the appropriate classification. This case is closed without prejudice.



DAVID J. BERGMAN
Chairman
Review Committee



ROGER W. STALCUP
Secretary
Review Committee

JAM