



REVIEW COMMITTEE



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

NOV - 4 1992

**CASE CLOSED
LOGGED AND FILED**

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

RECEIVED OCT 16 1992

September 16, 1992

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

ENCON Grievance Nos. 3-2226-91-51, 3-2318-92-24
P-RC Nos. 1592 and 1614

KEN LEWIS, Chairman
ENCON
Joint Grievance Committee

BARRY HUMPHREY, Chairman
ENCON
Joint Grievance Committee

Subject of the Grievances:

These cases concern the use of improper classifications for drilling work. Union also alleges that senior employees were bypassed in filling newly established positions.

Facts of the Case:

The Company was using the MEO classification to operate various types of boring equipment. Union opined that this was in violation of Letter of Agreement R1-81-89-PGE.

Discussion and Decision:

The Company and Union discussed the Driller classification and the various methods of boring. The Company and Union negotiated a Letter of Agreement (R4-91-154) concerning the Driller classification.

These two cases are referred back to the Local Investigating Committee for settlement in accordance with the terms of the Letter of Agreement.

David J. Bergman, Chairman
Review Committee

Roger W. Stalcup, Secretary
Review Committee



LETTER AGREEMENT

No. R4-91-154-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

October 13, 1992

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

ENCON Gas T&D has obtained several small directional boring units and may purchase additional units in the future. These units will be assigned to various General Foremen rather than the Drilling and Boring Group. Within a General Foreman's area, these directional boring units will be operated by a two- or three-member crew that will "float" from job location to job location as needed.

The Drilling and Boring Group currently operates a broad variety of equipment in accomplishing the work described in the following job descriptions including the operation of directional boring units. It is recognized by the parties that the skill level required for the operation of the smaller directional boring units is somewhat less than that required of other equipment currently utilized by the Drilling and Boring Group.

In Letter Agreement R2-81-89-PGE signed on December 11, 1981, the parties agreed to establish the classifications of (0844) Drilling Working Foreman and (0405) Driller. Company proposes to modify the job title of the (0844) Drilling Working Foreman to Drilling Working Foreman B. The job definitions of those classifications are as follows:

0844 DRILLING WORKING FOREMAN B

Supervises and works with a crew, consisting of one or more employees in the Driller classification, which performs all sizes of drilling operations and/or boring operations. These operations include, but are not limited to, standard penetration test, soil sampling, core drilling, and wet and dry pipe boring.

0405 DRILLER

Under the direction of a Drilling Working Foreman B, operates drilling and boring equipment to perform standard penetration tests, soil sampling, core drilling, and pipe boring. Welds casing pipe, as required.

Note: The operation of machines used for augering under sidewalks and driveways will not require a Driller.

Company also proposes to establish a Drilling Foreman C position with the following definition, line of progression (attached) and wage rate:

0846 <u>Drilling Working Foreman C</u>	Start	843.60
	End 6 mos.	919.05

Supervises and works with a crew, consisting of one to three employees (including himself) in the Miscellaneous Equipment Operator and Fieldman classifications, which performs boring up to 4" using small directional boring units. At a job site, the Drilling Working Foreman C shall be under the direction of the Working Foreman who has overall responsibility for the job, but shall exercise independent supervisory and work duties as related to the operation of the directional boring equipment and supervision of the boring crew.

The (0846) Drilling Working Foreman C classification shall be next lower in the line of progression to the (0853) Working Foreman B; shall be the equal of the (0854) Working Foreman C; and shall be next higher to the (1646) Miscellaneous Equipment Operator. The (0846) Drilling Working Foreman C shall not be considered next lower to the (0844) Drilling Working Foreman B, but a (0846) Drilling Working Foreman C who has a request on file shall be entitled to consideration pursuant to Section 305.5 for appointment to the (0405) Driller classification. When such appointment occurs, such employee shall be placed in the (0405) Driller classification at the 2-year wage step.

Further, Company proposes, pursuant to 304.4, to include the operation of these small boring units as part of the list of equipment a (1646) Miscellaneous Equipment Operator uses. Company further proposes that (1646) Miscellaneous Equipment Operator be next lower in the line of progression to the (0405) Driller.

Incumbent employees classified as (0844) Drilling Working Foreman B or (0405) Driller shall not have their current or future wage rate reduced as a result of this agreement. Such employees who are currently assigned or are in the future assigned the operation of small directional boring units shall continue to be compensated as (0844) Drilling Working Foreman B or (0405) Driller.

In the event of a demotion for lack of work situation, pursuant to Title 306, within the boring work group, a (0844) Drilling Working Foreman B may displace either to the (0846) Drilling Working Foreman C or (0405) Driller classification. However, if such employee displaces a (0846) Drilling Working Foreman C, such employee shall retain the classification title and wage rate of (0844) Drilling Working Foreman B. Employees in the (0405) Driller classification may displace into the (1646) Miscellaneous Equipment Operator classification. However, so long as any employee classified as (1646) Miscellaneous Equipment Operator is operating small directional boring equipment, such displaced former (0405) Drillers shall retain the classification title and wage rate of (0405) Driller.

Grievances that are currently pending will be returned to the Local Investigating Committee to be settled by the application of this letter agreement.

If you are in accord with the foregoing and attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By  _____
Director and Chief Negotiator

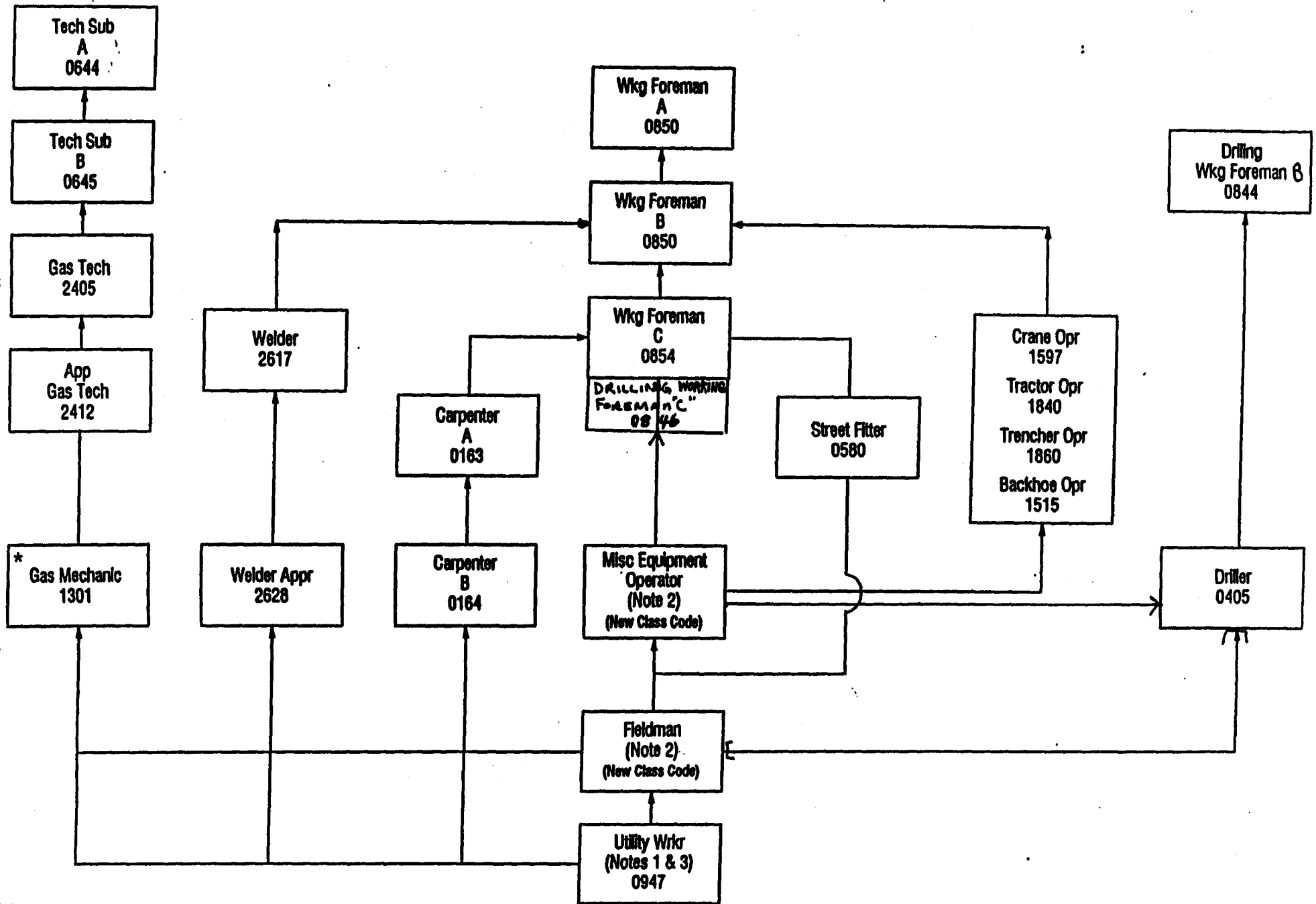
The Union is in accord with the foregoing and attachment and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO

Nov 3, 1992

By  _____
Business Manager

GAS CONSTRUCTION



Notes:

1. Entry Level - must pass Physical Test Battery.
2. Requires Class A Operator's License.
3. May go directly to Apprenticeship provided employee complete's entry requirements to Apprenticeship and provided employer need for apprentices acts.