



REVIEW COMMITTEE



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**CASE CLOSED
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

North Valley Division Grievance No. CHI-93-07
Fact Finding Committee No. 5536-93-174
Pre-Review Committee File No. 1795

Doug Veader
Company Member
Local Investigating Committee

Ken Ball
Union Member
Local Investigating Committee

Subject of the Grievance:

This case concerns an alleged bypass of an Electrician for an emergency overtime assignment at Bucks Creek Powerhouse.

Facts of the Case:

On Thursday, August 19, 1993, the grievant, an Electrician had a discussion with several Hydro supervisors concerning an arcing brush at Bucks Creek Powerhouse, Unit #1. It was decided that the problem could wait until Monday when an Electrician could be assigned.

On Friday, a Roving Operator on his regular schedule was assigned to change the arcing brush and adjust the tension on the remaining brushes. The Operator testified that he had adjusted the tension on brushes and observed the changing of brushes many times in the past. He could not remember whether he had actually changed out any brushes before. Without questioning the assignment, the Operator completed the work without incident in about 45 minutes, even changing out an additional brush. Two of the Operating Foremen testified to having changed brushes when they were Operators.

The job definition for Roving Operator states in part ..."shall perform such duties as routine electrical, mechanical and building maintenance as assigned and for which he/she has been properly trained..."

Discussion:

The Union believed the assignment to be improper because it exceeds the definition of the Operator and because the supervisor had originally decided to delay the work until an Electrician was available. Based on the belief that the work should have been assigned to an Electrician and given the time of the actual assignment, the grievant should have been called out on an emergency overtime assignment.

Company stated that changing brushes is routine electrical work, a shared duty, and one that had been performed by Operators many times in the past.

Decision:

Without answering the question of whether changing brushes is routine electrical work, the PRC agrees that Operators have changed brushes in the past, they routinely make adjustments to the tension on the brushes, and to change two of them only took 15 minutes longer. Consistent with PRC 896, they reaffirm that when work to be performed is common to more than one classification, the Agreement does not provide exclusive rights for one classification over another in an emergency call-out situation. It is Company's right to determine what classification is to be used. Based on the foregoing, this case is closed without adjustment.



Margaret Short, Chairman
Review Committee



Roger M. Stalcup, Secretary
Review Committee

9/13/95
Date

9/13/95
Date