



REVIEW COMMITTEE

IBEW



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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
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R.W. STALCUP, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

North Valley Division Grievance No. CHI-94-15
Fact Finding Committee No. 5654-94-103
Pre-Review Committee File No. 1797

Molly Williams
Company Member
Local Investigating Committee

Mickey Harrington
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance concerns whether it was appropriate to allow Water Department employees to install pre-fabricated ladders inside a hydro powerhouse. The union maintains that the work should have been assigned to Hydro Maintenance employees.

Facts of the Case

The Company determined that many ladders at various facilities were not in compliance with current safety standards. The Water Department was assigned to make modifications on certain ladders and landings at hydro powerhouses, dams, and stream gauging stations. Water Department employees, working alone, installed pre-fabricated ladders and landings inside powerhouses. Most bolted into the structures, but some required welding. Other ladders and landings requiring upgrade inside powerhouses, that were part of equipment such as cranes, were installed by Hydro Maintenance crews.

The LIC determined that Water Department crews sometimes perform work inside hydro powerhouses. Most frequently this occurs when they are included as part of a crew of hydro maintenance employees. Company members at the LIC maintained that Water Department employees have worked alone inside powerhouses on such things as installing windows, repairing and installing drains, and installing a new firewater system. The Union maintains that Water Department employees have never worked alone in powerhouses.

Discussion

In 1988, the Water Systems Repairman job description was modified to allow for "simple building maintenance of remote hydro facilities." It was again modified in 1991, the words "simple" and "remote" were removed, and the reference now reads, "building maintenance of hydro facilities."

The Committee reviewed the bargaining notes in an attempt to determine the intent of the parities when negotiating this language. The union maintains that their intent was to allow the Water Systems Repairman to perform work which would normally be performed by Building Department employees. Normally, Building Department employees do not perform work inside powerhouses. The Company's notes seem to support the position of the Union.

The Committee also determined that there appears to be a long standing practice of Water Department employees performing work inside powerhouses, although there is some dispute over whether they have done so alone or only as part of a hydro maintenance crew, and that this more than likely pre-dates the changes to the Water Systems Repairman job description.

Decision

The correction sought by the Union is to cease and desist from assigning this work to Water Department employees. The Committee agrees that the work in question is more appropriately assigned to Hydro Maintenance Department employees inasmuch as it was inside the powerhouse, the work was to the structure itself, and the Water Department crew worked without the assistance of hydro maintenance employees.

The Committee notes however, that there is an historic practice of allowing Water Department employees to perform some work within hydro powerhouses and that this should be clarified to avoid similar disputes in the future. The Committee recommends that this may be an appropriate subject to be address by the Hydro LA 94-53 Committee.

On that basis, this grievance is considered closed.

Margaret A. Short
Margaret A. Short, Chairman
Review Committee

12/22/95
Date

Roger Stalcup
Roger W. Stalcup, Secretary
Review Committee

12/21/95
Date