



REVIEW COMMITTEE



IBEW

PACIFIC GAS AND ELECTRIC COMPANY
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RECEIVED SEP 05 1996

**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

**Kern Division Case No. BAK-94-8
Fact Finding File No. 5646-94-95
Pre-Review Committee File No. 1896**

**Diablo Division Case No. CON-95-3
Fact Finding File No. 6182-95-199
Pre-Review Committee File No. 2021**

**Mission Division Case No. HAY-95-36
Fact Finding File No. 6249-95-266
Pre-Review Committee File No. 2048**

**JEFF NEELEY
KELLY ADAMS
FRANCES WILDER
Company Member
Local Investigating Committee**

**CHUCK DAVIS
FRANK SAXSENMEIER
ED CARUSO
Union Member
Local Investigating Committee**

SUBJECT OF THE GRIEVANCES:

These cases all involve the installation and reading of load research meters. The issue is one of jurisdiction between the Title 200 Service Meterman classification and Title 300 Electrician classification.

FACTS OF THE CASE:

The Director of Energy Research and Analysis, of the corporate Customer Field Services Department issued a letter dated September 14, 1993 which communicated the establishment of a mobile task force to install, maintain, and read non-revenue load research meters. The task force was staffed with General Construction Electricians. The letter clearly conveys a business need to find an alternative to getting this work performed. It also clearly conveys that this work had been the responsibility of Division Service Metermen. Neither the letter nor any of the grievance records indicate that this transference of work was discussed with the Union or that the Union agreed that this work could be assigned exclusively to Title 300 classifications.

At varying times during 1994 and 1995, the Division Meter Shops began assigning the disputed work to General Construction Electricians.

Subsequent to the filing of the grievances, the Company and Union entered discussions regarding various matters related to the Electric Meter Department, in the context of a L/A 94-53 Labor-Management committee. Among other issues addressed, there was discussion related to the work at issue in this grievance.

These discussions culminated in a letter from Industrial Relations to the Union dated August 15, 1996. The letter (copy attached) provides the following alternatives in order of priority if the Division Electric Meter Department cannot perform the work during regular work hours:

1. Offer the Electric Meter work force (including Hiring Hall employees) optimal overtime within their headquarters:
2. Use qualified T300 employees. T300 Electricians may perform non-revenue electric meter work. The parties agree that the assignment of this work to T300 Electricians shall be administered by the various Electric Meter Departments.
3. Contracting out work (if at LA 88-104 floor number).

DECISION:

The Pre-Review Committee recognizes that there was considerable confusion about which classifications could appropriately be assigned the work related to non-revenue meters at the time the work at issue was assigned to Title 300 Electricians. With that being the case, the PRC has agreed that these cases will be closed without adjustment, with the understanding that for the future, the provisions of Company's letter dated August 15, 1996, will apply for future assignments of this type of work.

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

9/4/96
Date

Roger Stalcup
Roger W. Stalcup, Secretary
Review Committee

9/4/96
Date