



# REVIEW COMMITTEE

# IBEW



PACIFIC GAS AND ELECTRIC COMPANY  
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SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-8510

RECEIVED OCT 11 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

**North Valley Division Grievance No. CHI-94-46  
Fact Finding No. 5918-94-367  
Pre-Review Committee File No. 1945**

**MOLLY WILLIAMS**  
Company Member  
Local Investigating Committee

**MICKEY HARRINGTON**  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns the use of a Title 300 Electrician to rewire some faulty current transformers at Poe Powerhouse. The grievance alleges that a Title 200 employee should have been used or the assignment of overtime to a Title 200 Electrician should have been made before assigning a Title 300 Electrician.

### Facts of the Case

A Title 200 Electrical Technician was working on an eight-year overhaul at Poe Powerhouse. He found some bad current transformers and requested his supervisor to get an Electrician to rewire them. The supervisor tried to get an Electrician from the Rodger's Flat maintenance crew (Title 200), but all had other work to do.

The supervisor then called Hydro Construction and requested an Electrician (Title 300). One was available and worked with the Electrical Technician for three workdays. The Elec. Tech. assigned the Title 300 Electrician other duties after he completed the rewiring.

### DISCUSSION

The Union opined that optimum overtime must be considered for Title 200 employees before utilizing Title 300 employees, that overuse of Title 300 employees erodes the work available for Title 200 employees.

Company opined that there is no contractual obligation to utilize Title 200 employees on overtime before using Title 300 employees on straight time. The decision about the use of overtime is driven by the work at hand, time constraints, and available resources.

In the instant case, the Title 200 Elec. Tech. could not proceed with his work until the rewiring was done and no qualified Title 200 employee was available to do the work when it needed to be done.

The Pre-Review Committee noted Items 2 and 6, of the Industrial Relations letter dated November 12, 1993 which state:

**Item 2 Loaning of Title 300 employees**

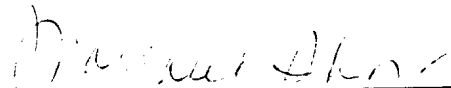
"The Company has historically loaned Title 300 employees to help for specific projects, when a special skill is needed and to temporarily assist a Title 200 crew. It is not the Company's intent by the loaning of those employees to avoid filling vacancies via title 205, to avoid temporary upgrades, or to avoid the use of Title 208 and 212."

**Item 6 208 and 212 First:**

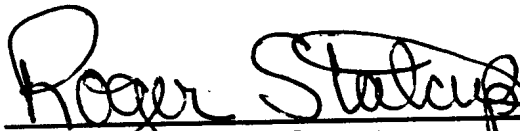
"The Company does not intend to change the current practice of administering these Titles."

**DECISION**

The Pre-Review Committee is in agreement that the Title 300 employee was utilized for a specific project and that the provisions of Title 208 and 212 were not violated. No violation of the agreement occurred; this case is closed without adjustment.

  
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Margaret A. Short, Chairman  
Review Committee

10/11/96  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Roger W. Stalcup, Secretary  
Review Committee

10/11/96  
\_\_\_\_\_  
Date