



REVIEW COMMITTEE

RECEIVED JAN 17 1996

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, ROOM 1508
MAIL CODE P15B
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-8510

**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

PRC 1999
FACT FINDING CASE NO. 5995-95-12
GRIEVANCE NO. BAK-94-45

This case was referred to the Gas Supply 94-53 Committee for recommendation for resolution. Their recommendation is contained in the resume from the meeting held December 12 and 13, 1995. (Copy attached)

The Pre-Review Committee agrees to close this case based on the Gas Supply recommended adjustment.

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

1/11/96

Date

Roger Stalcup
Roger W. Stalcup, Secretary
Review Committee

1/11/96

Date

Resume'
Gas Supply 94-53 Meeting
Pacific Gas & Electric Company
Local 1245, International Brotherhood of Electrical Workers
December 12 & 13, 1995

Attending for Union

Union Co-Chair
Ron Van Dyke

Peter Altamirano
Peggy Daniel
Jim Jurkiewicz (Absent)
Jim Lynn
Gary Plank (Absent)
Bob Quijalvo (Absent)
Dave Sahlstrom

Members

Attending for Company

Company Co-Chair
Kirk Johnson

Ken Bezner (Absent)
Wayne Blevins (Absent)
Pat Fonbuena (Absent)
Jody Garcia
Jerry Hoops
Joe Medina
Craig Chaney

Guests:

Dave Whitehead

Agenda Items

1. Resolution of Grievances which have been referred to PRC:

The committee reviewed three grievances which were referred from the Pre-Review Committee. Case #1999 concerned whether or not the Company improperly contracted to have sand delivered within Topock District. Based on the review of the facts, it was agreed that it was improper to have a contractor deliver sand to a pipeline job site. As an equity settlement, the Company agreed to a total compensation of \$560 to be distributed equally among the Transmission Mechanics who were working in Topock during June of 1994.

Case #1860 and Case # 1913 also pertained to the contracting of work. In #1860 the work in question was yard sweeping at the Kettleman Compressor Station. In #1913 the work in question was the construction of a block wall at the Topock headquarters. The committee agreed that this matter has been resolved due to the clarification of the contracting of work under Letter of Agreement, R1-95-76-PGE (GSBU Title 8 Agreement). As a result, the Company agreed to cease and desist these practices and the cases will be closed without adjustment.

2. Cooling Tower Work in the Southern Area:

Joe Medina reported on the status of the cooling tower work in the Southern Area. There is concern that the contractor working these jobs has requested assistance from PG&E personnel and in addition has operated PG&E equipment. The recommendation is that the contractor should

2. Cooling Tower Work in the Souther Area: (cont'd):

provide their own manpower and equipment; however, in limited circumstances it may be advantageous to PG&E to allow the contractor to use our equipment which is available. The logic is that if it will reduce the cost of the contract and avoid lease charges, it is to PG&E's benefit to allow the contractor access to our equipment.

It was suggested that if a PG&E employee is asked to work with the contractor, the time should be kept to a minimum such as a no more than 30 minutes. In cases where a PG&E employee may be asked to operate a crane, a second PG&E employee who is knowledgeable of hand signals will assist in order to insure a safe operation.

It was also agreed that if a PG&E employee notices that a contractor is performing a job which is unsafe, the contractor should be notified that the work practice should stop. If the contractor does not comply, the job should be shut down. PG&E supervision should be notified if the contractor refuses.

3. Status of Line of Progression Agreement for Single Line of Progression:

Bill Levins reported that the revised line of progression book has been submitted to the Industrial Relations Department and the IBEW Staff for preparation. In addition, a reverse line of progression book will incorporate the changes. An issue which needs to be addressed is whether the Gas Control Mechanic should appear as higher than an M&C Mechanic in the reverse line of progression book.

4. Progression of Maintenance Worker:

The committee discussed the progression of the Maintenance Worker classification into the Operator Mechanic skill block. It was agreed that for the Maintenance Worker to advance to Operator Mechanic, they must demonstrate proficiency through a testing process developed by the training committee. This would involve "hands on proficiency" in addition to any knowledge of practices and procedures in written form.

5. Update on Peer Review and Training Advisor:

Jerry Hoops updated the committee on the status of filling these Special Skill Block positions. A separate memo will be sent announcing these awards. Interviews for the training advisor positions will be held during the week of January 8.

It was agreed that all person's who will be reviewing the pre-qualification and skill block tests will be precluded, for 6 months, from taking these tests for their own personal advancement. This should alleviate any concern that these employees might gain an unfair advantage in taking a test they have previously reviewed.

6. Awarding Special Skill Blocks:

The committee reviewed the process which was followed to insure that applications for the special skill blocks were handled properly. It was agreed that applications which received consideration were submitted in a timely manner.

Engine Analyst:

The committee discussed at length the filling of the engine analyst special skill block. It was recognized that these jobs are unique in that the awarding of these positions may necessitate a relocation.

6. Awarding Special Skill Blocks: (cont'd)

The committee agreed to the following conditions regarding the Engine Analyst program: If the Company determines that the Engine Analyst program is no longer required, incumbents in the Engine Analyst position will be absorbed into the headquarters to which they are assigned as an Engine Analyst. If it is determined that a reduction in the number of employees at that headquarters is then necessary, the provisions of Title 206.17 will be applied.

If the Employee who currently holds the Engine Analyst Special Skill Block determines that they no longer wish to hold this position, that employee will be assigned to a position which the employee is qualified to hold at the discretion of the Company. As a result, the employee who no longer wishes to be an Engine Analyst may be offered a position at their current headquarters; or, they may be asked to relocate to another headquarters where the Company has identified a vacancy.

7. Environmental Monitor:

The Environmental Training program is now being offered, and a second class has been scheduled in February. It was agreed that those who successfully complete the training in February and are assigned into this special skill block will be compensated at the \$48 per week retroactive to January 1, 1996. The basis for this agreement is that the scheduling of the class is outside the control of the attendees.

8. Lead Operator Mechanic Classification:

A discussion was held regarding whether a lead designation is appropriate for the Operator Mechanic classification. It was agreed that there may be a case where an Operator Mechanic will be required to supervise four or more employees, including themselves. In this case, the employee will receive a five percent premium over the highest classification that is supervised. These positions will be filled by the most senior qualified employee.

9. 12 Hour Scheduled Employee Assigned to a Maintenance Crew:

The Committee reviewed the provisions of the Work Rule Changes section of LA R1-95-76-PGE. At issue is what happens to an employee whose regular work schedule is a 12 hour rotating shift and they are temporarily assigned to a maintenance crew working a regular fixed schedule such as a 4x10 schedule.

It was noted that the employee assigned to the 12 hour rotating shift receives a holiday allowance of 80 hours at the beginning of the year. This represents 6 - 12 hour holidays agreed to by the work group, and 8 hours in recognition of the Martin Luther King Holiday (added during the latest contract negotiations-effective 1/1/94).

Previously the 80 hours were added to the employee's regular vacation allotment and could be scheduled throughout the year. Under the new Gas Supply Title 8 agreement (LA R1-95-76-PGE), the fact that a 12 hour shift employee may be reassigned to a different work schedule causes payroll problems if they have taken holiday pay prior to the actual date of the holiday.

It is now agreed that employees on a 12 hour shift schedule will continue to receive 80 hours of holiday pay. However, these hours may not be taken prior to the actual date of the holiday. For example, if the work group agrees that the 4th of July is one of the "six" recognized holidays, the 12 hours may not be recorded prior to the 4th of July. The hours may now be recorded on or after the 4th of July based on the work schedule the employee is working. If the employee is assigned to a maintenance crew working 4x10's during the month of July, they will receive 10 hours of holiday pay for the 4th of July.

10. Maintenance Assistant / Operating Clerk Ad Hoc Negotiations:

A subcommittee has been formed to address the Maintenance Assistant / Operating Clerk work assigned to maintenance field operations. This committee met on December 18 & 19. A tentative agreement has been reached and details will be communicated under a separate memorandum of understanding.

11. Help Browser Program:

Jerry Hoops would like to remind all employees that information is currently available on the Help Browser program which resides on the Walnut Creek file server. This program provides current information regarding the status of various Gas Supply Title 8 programs. If you are unable to access this information, please contact Jerry at company # 744-6519.

12. Tracking Traveling Assignments:

It was agreed that the Company will track traveling assignments by days away from headquarters. This record will be kept for each headquarters, noted by classification. If a new employee is added to a headquarters, they will be placed in the middle of the list, and will be recorded with the average number of days traveled at that headquarters by classification. The hour accumulation sheets will be a continuous summary of hours and will not be returned to zero at the beginning of a new year.

13. Gas System Operator Classification:

Bill Levins notified the committee that letter of agreement 95-144-PGE was signed by both parties as of November 30, 1995. This establishes a committee made up of Operators from the Load Centers and Terminals and Company Representatives to negotiate the Gas System Operator Classification. The Union will notify the Company of the members from the IBEW who will sit on this committee.

14. Burney District Issues:

Dave Whitehead attended the meeting and presented a number of questions raised in the Burney District. These questions were answered and a general discussion was held to clarify any issues. Dave agreed to share the results of the meeting with his fellow employees in Burney District. These questions will be added to the Q&A list which can be found on the Help Browser program.

15. 1996 Meeting Schedule:

The committee agreed to the following dates for Title 8 meetings with a start time of 8:00. At the end of the first quarter, a determination will be made if monthly meetings are appropriate.

January	17 & 18	February	21 & 22
March	20 & 21	April	17 & 18

Resume' prepared by:

Bill Levins

December 26, 1995

Approved By:

Ron Van Dyke

Joe Medina for Kirk Johnson



REVIEW COMMITTEE

RECEIVED NOV 15 1995

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, ROOM 1508
MAIL CODE P15B
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-8510

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

Southern Pipeline Operations Gr. No. BAK 94-45
Pre Review Committee File No. 1999

Hunter Stern
Union Co-Chair
Gas Supply Labor Management Committee

Kirk Johnson
Company Co-Chair
Gas Supply Labor Management Committee

Subject of the Grievance:

The grievance concerns whether or not the Company improperly contracted to have sand delivered to the Topock Station.

Discussion:

The above referenced grievance was referred to Arbitration Case 199, through Review Committee Case Nos. 1763, 1764 and 1765. These cases alleged a violation of Letter Agreement 88-104. A committee was established to try and resolve all of the grievances referred to Arbitration Case No. 199. This committee determined that this grievance may be best resolved through the Labor Management Committee established for the Gas Supply Business Unit.

The Company argued in this case that the work performed was not contracting but the purchase of material from a vendor which included delivery.

The Union argued that the Company hired a third party trucking company to pick up sand from the vendor for delivery to the PG&E yard and to the jobsite and the only purpose of the purchase agreement was to have the sand delivered which is contracting and violated the provisions of Letter Agreement 88-104.

The remedy that the Union has requested is that overtime be paid to those employees who would have delivered the sand if the work had not been contracted. According to the report a total 33 loads of sand were delivered which involved nine different days.

This committee is requesting that the Labor Management Committee review the case and recommend a settlement. If the Labor Management Committee has a recommendation for settlement or is unable to reach a settlement the grievance should be returned to the Review Committee for settlement or further action.

Margaret A. Short

Margaret A. Short, Chairman

11/6/95

Date

Roger W. Stalcup

Roger W. Stalcup, Secretary

11/2/95

Date