



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
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RECEIVED MAR - 9 1998

**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

**Geysers Power Plant GPP-95-13
Fact Finding No. 6194-95-211
Pre-Review Committee No. 2110**

LORNA CRUZ
Company Member
Local Investigating Committee

BOB CHOATE
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns various work assignments made to various classifications at the Geysers Power Plant. The Union alleges the assignments violated the negotiated job definitions of the cited classifications.

Discussion

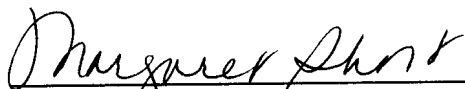
The parties have settled many grievances upholding Company's right to assign work to employees that is within their line of progression. If it is work of a higher classification, generally a pay upgrade is involved. If it is work lower in the line of progression, the employee continues to receive the pay of his classification, with a few exceptions.

However, assignment of work outside of the line of progression has always been an issue of dispute between the parties. The PRC is aware of discussions between the parties to expand job definitions, referred to as "cross-crafting", however, those discussions did not result in agreement.

To determine whether a particular assignment violates Title 600, certain questions need to be addressed like: duration of the assignment, whether the assignment was an incidental step to an overall appropriately assigned work procedure, whether it was for emergency reasons, whether it was deminimus, whether it was for training, etc. There may be other factors to consider. The record gives very little information about the assignments.

DECISION

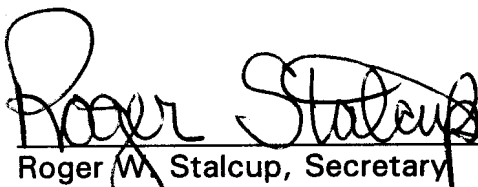
The PRC agrees to close this case on the basis of the above understandings and recommends that the LIC review work assignments for compliance with the negotiated job definitions and lines of progressions.



Margaret A. Short, Chairman
Review Committee

3/6/98

Date



Roger W. Stalcup, Secretary
Review Committee

3/6/98

Date