



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

RECEIVED
DEC. 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

Hydro Generation Case No. NAH-97-05
Fact Finding File No. 6561-97-92
Pre-Review Committee No. 2130

JO ANN PITTMAN
Company Member
Local Investigating Committee

MICKEY HARRINGTON
Union Member
Local Investigating Committee

Subject of the Grievance

This case alleges management employee performed bargaining unit work.

Facts of the Case

In the fourth quarter of 1996, the Computer and Technological Services Department (C&TS) began a systemwide project to replace approximately 25% of the Banyon file servers, the Compaq ProLiant 2000.

At Redding and Chico, these file servers were replaced with the larger Compaq ProLiant 5000 servers. The removed 2000's were designated to replace even older servers, System Pros, at Cottonwood; Camp I; and Rogers Flat.

Discussion

Union opined that the installation of hardware systems is bargaining unit work. Company opined that the actual installation takes very little time, approximately five minutes. The majority of time is spent programming the server and moving files to it, to which the Union makes no claim. Further, there were no Telecom Techs available within a reasonable distance to perform the work.

In the interest of addressing the many work jurisdiction issues of the C&TS Department, a 94-53 committee was formed. They discussed this case and recommended its closure as follows in the Decision.

DECISION

A contractual violation did occur and the appropriate Telecommunications Technician is to be compensated for 2.5 hours at the time and one-half rate in effect in 1997.

The 94-53 committee is currently considering situations, in which it might be acceptable for non-bargaining unit employees to perform hardware work which is incidental and/or secondary to their primary task especially in remote locations where there is a pressing need.

Margaret Short

Margaret A. Short, Chairman
Review Committee

12/9/98

Date

Roger Stalcup

Roger M. Stalcup, Secretary
Review Committee

12/9/98

Date