



**Pacific Gas and
Electric Company™**

REVIEW COMMITTEE



IBEW

PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
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RECEIVED
OCT. 28, 1999
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
PERRY ZIMMERMAN, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Kern Division Grievance No. BAK-97-11
Fact Finding No. 6660-98-035
Pre-Review Committee No. 2190

JEFF NEELEY
Union Member
Local Investigating Committee

MIKE GRILL
Company Member
Local Investigating Committee

Subject of the Grievance

This case concerns a prearranged overtime assignment of a Bakersfield Troublemans to perform switching at an unattended substation in the Wasco area. The grievant is a System Operator from Bakersfield.

Facts of the Case

There are Troublemans assigned to the Wasco headquarters but all were already on an overtime assignment and not available for the switching assignment. The arrangements for the assignment to be worked on June 12 were made on June 6, the grievant's RDO. The grievant returned to work on June 7.

The assignment involved both substation and field switching. Operators are not qualified to do field switching.

Discussion

Union alleged it had been the practice in Kern to utilize a System Operator for switching assignments when the local Troublemans were not available and that the Bakersfield Distribution Operators' office has jurisdiction over the Wasco and Taft area substations. Company disagreed that this had been the established practice.

In addition, Company at the LIC opined that PRC 1370 supports its position. PRC 1370 states that switching is a duty common to several classifications and that Operators are not qualified to perform field switching. Company further stated that when the POT assignment was made, the grievant was not available and once the assignment was made, there was no obligation to go back and ask the grievant to work.

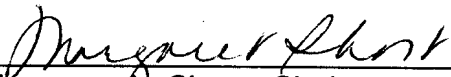
At the PRC discussion, Company cited PRC 526 which also states that switching is a common duty but also outlines a priority of utilization of these various classifications: Troublemakers, Roving Operators, Utility Operators, and Relief System Operators. This decision states in part:

“In reviewing the system practice, however, it is also apparent that, generally speaking, those classifications listed above who normally perform this kind of switching, when available, are assigned to such activities on a preferential basis before a System Operator is used. In reviewing these practices, the Pre-Review committee is in agreement that such preferential right of assignment and/or call-out to perform such assignment be given those classifications listed above, when practical prior to using System Operators for this kind of work. When determining practicality, consideration must be given to availability, overtime vs. straight time, response time involved, and qualifications.”

It is also noteworthy that Relief System Operators would be utilized before System Operators in recognition that the duties of a System Operator do not lend themselves to allowing the Operators to leave their work stations.

DECISION

The PRC is in agreement that a contractual violation did not occur. This case is closed based on the foregoing.



Margaret A. Short, Chairman
Review Committee

10/28/99

Date



Perry Zimmerman, Secretary
Review Committee

10-28-99

Date