



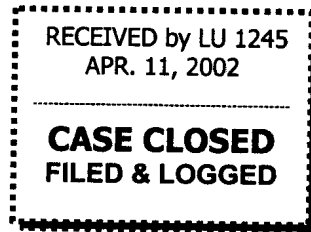
REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
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MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(925) 933-6060
SALIM A. TAMIMI, SECRETARY

Pre-Review Committee No. 11792 Customer Field Services - Gas Service - Richmond

Kelly Adams
Company Member
Local Investigating Committee

Lula Washington
Union Member
Local Investigating Committee

Subject of the Grievance

Gas Service Reps are being trained to change out gas service valves. Union believes the work should be assigned to a two-person T&D unit of Fitter and Fieldman or Gas Crew Leader and Utility Worker.

Facts of the Case

Sometime during 2000 Company began conducting training for Gas Service Reps in their Richmond or Oakland headquarters on the use of the Mueller Valve Changer. After being trained, Gas Service Reps were expected, under certain circumstances, to change service valves when faulty ones were encountered in the field. Two Shop Stewards who are GSR's with many years in their respective headquarters, both testified that GSR's in their locations have not been required to change service valves, that the work has always been assigned to two-man units from T&D. The Stewards voiced the concern that it is unsafe for a person working alone to change service valves.

The supervisor testified "it is Company's intent to have GSR's do valve changes only when it is efficient to do so and when/if the GSR in the field is trained to do such work. It is understood that GSR's will still refer the more complex valve changes (and ones for which GSR's don't have the equipment) to Gas T&D two-man crews." He further testified "the key is that the classification(s) have to have the proper training and the appropriate equipment, and they must comply with DCS Standards on safe work procedures for the valve changes."

Included in the Local Investigating Committee Report is an exhibit (#7) which details the number of service valve changes performed by GSR's, mostly working alone, in each Division within the system for the second quarter of 2000. Of the 17 Divisions listed,

13 assigned the grieved work to GSR's. East Bay Division is one of the four where such assignments have not been made.

Discussion

The Union cited examples of situations where employees have been injured while changing gas service valves. They stated their belief that a second person is necessary in the event an accident occurs, the second person can take immediate steps to help the injured worker. Additionally, Union cited past practice in these headquarters has been to assign two-person T&D units.

Company responded that the Mueller equipment the GSR's were trained on serves the purpose of allowing one person to perform the job safely when used properly, consistent with the training.

Company also cited the language from the negotiated job definition for GSR which states in relevant part: "...installation and alteration of all domestic and commercial gas meter and regulator sets and installation and maintenance of domestic and commercial gas equipment."

Finally, the record demonstrates that the changing of gas service valves by Gas Service Representatives is a routine and well established task throughout the majority of the system, that it can and has been performed safely by employees working alone with the proper equipment and following proper procedures. It should be noted that the Company is not requiring GSR's to perform unsafe valve changes that exceed their capability, equipment, or training.

Upon further discussion with Field Services management, it was determined that GSR's in Richmond and Oakland have not been required or assigned the changing of service valves. Further, their position is that GSR's should only change gas service valves if they have been trained on the Mueller equipment, have it available to perform the work, the valve is located outside the house and is a 3/4" or less service valve. If the GSR is uncomfortable performing the change, s/he should refer the tag to the T&D department.

Decision

On the basis of the understanding in the foregoing paragraph, this case is closed without adjustment.

Margaret A. Short

Margaret A. Short, Chairman
Review Committee

4/11/02

Date

Sam A. Tamimi

Sam Tamimi, Secretary
Review Committee

4-11-02

Date