



## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
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RECEIVED by LU 1245  
MARCH 4, 2003  
**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  
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SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

### Pre-Review Committee No. 13654 Operations Maintenance & Construction – Gas T&D - Sacramento

Melissa Montoya  
Company Member  
Local Investigating Committee

Darryl Norris  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This grievance challenges the practice of utilizing non-journeyman classifications to perform standby. The grievant is a Gas Crew Foreman.

#### Facts of the Case

Company upgraded an Appr. Fitter to Fitter to perform gas standby work for 13 days during May and June 2002. The employee was assigned to observe the work of contractors who were performing work near Company underground gas transmission lines. Should the contractor hit or break one of the Company lines, the employee is expected to notify the supervisor immediately.

#### Discussion

In support of its position, Union cited Note A(2) of the Fitter definition from the Gas T&D Job Definitions and Lines of Progression book. It states:

“The Fitter classification is to be used when it is necessary to have an employee stand by on a construction job to give advice, instructions, or action to help assure that the Company underground facilities are not damaged.”

Union also cited Letter Agreement 85-95, which implements the decision from Arbitration Case 123. The Letter Agreement reads:

“For those conditions in either overhead or underground construction work where the contracted work requires more ‘on-site’ coordination and/or inspection by the Construction Supervisor than is required for Company crews, this will be performed by the ‘field representatives’ in classifications listed below.

- 1) Underground Construction – by journeyman Fitter (0560)
- 2) Overhead Construction – Inspector (0990) or above

Company responded that a journeyman isn't required for the type of stand by assignment being grieved. The above language refers to work that is being performed on Company facilities by contractors and where the journeyman field representative will be actively involved in advising, inspecting, and approving the work of the contractors. This grieved assignment was not on Company facilities and the only expectation of the employee was that he call a supervisor should Company facilities be damaged.

The PRC discussed two cases: RC 1309 and PRC 529. Both discuss the general prohibition of upgrading an apprentice to journeyman status for productive work and conclude that such upgrades should not be made to the extent that an employee would be in jeopardy of failing to attain the requirements of the apprenticeship. In other words, assignments to perform productive work should not be made to the detriment of the apprenticeship training.

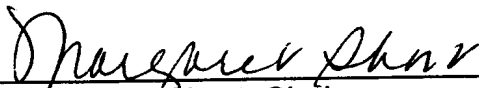
Further, PRC 529 states that upgrades to journeyman from apprentice are permissive. There is no contractual entitlement until the employee reaches the top of the apprentice rate and has a bid on file. In PRC 529, a Groundman who was qualified to perform the work was upgraded to Cable Lineman. The PRC concluded that a contractual violation did not occur.

In some locations, staffing levels are such that it is impractical to utilize journeyman or higher for this very routine work. There is no skill or knowledge requirement other than to know how and when to use the telephone. Therefore, consistent with PRC 529, Company believes the work could be performed safely by a Fieldman upgraded to Fitter.

As to the grievant, clearly Company could assign this work to a Crew Foreman, but there is no contractual requirement to do so or to utilize any specific journeyman or crew lead.

#### Decision

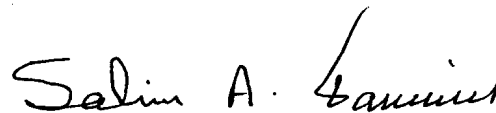
The PRC agreed there was no violation in this case as the work was performed by an appropriate journeyman classification or higher (for example, Fitter or M&C Mechanic).



Margaret A. Short, Chairman  
Review Committee

3/4/03

Date



Sam Tamimi, Secretary  
Review Committee

3-4-03

Date