

212.12: No violation occurred on the assignment of a Fresno GSR to work in an all electric area in Lemoore since worked performed was within the GSR's job definition and is shared work that may be performed by Troublemens also.



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MARGARET A. SHORT, CHAIRMAN
DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

REVIEW COMMITTEE

RECEIVED by LU 1245
November 2, 2005

CASE CLOSED
FILED & LOGGED

IBEW



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
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SALIM A. TAMIMI, SECRETARY

Pre-Review Committee No. 15731 OM&C – Electric T&D - Lemoore

Monica Oakes
Company Member
Local Investigating Committee

Ed Dwyer
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the assignment of a Gas Service Representative from Fresno to work in an all electric area, Lemoore. The GSR worked extension of the workday overtime. The Lemoore Troublemens are the grievants.

Facts of the Case

Lemoore, even though an all electric area, has a regularly assigned Gas Service Representative at the headquarters. This GSR was on vacation and the Fresno GSR was assigned to relieve behind him. The relieving GSR was given more than 30 tags; by 3:30 he'd worked 27 and had 6 or 7 remaining. His regular work hours ended at 4:30. At 3:45 he was assigned a turn-on that had been shut-off earlier in the day. The GSR completed two tags on overtime, completing his work at 5:27 p.m.

The Gas Service Supervisor indicated that it is departmental policy that work dispatched during regular work hours should be completed that day, even on extension of the workday overtime. Tags dispatched after 4:30 p.m. should be assigned according to the 212 agreement.

The Local Investigating Committee agreed the work performed by the GSR was within the scope of his negotiated job definition and is shared work that may be performed by Troublemens also. The hours of the Lemoore Troublemens ended at 5:00 p.m.

Discussion

Review Committee Decision 1832 found no contractual violation in the assignment of GSR's to work in all electric areas. GSR's have historically performed "no lights" and reference to this task was included in their negotiated job definition until the 2000 Agreement. During General Negotiations, the parties agreed to modify the duties for the field Service classifications (GSR, T-Men, Meter Readers and Sr. MR's).

The GSR definition was modified by eliminating the reference to "no lights" and inserting, "electric part out and complete out calls, electric cut off at the weatherhead for non-payment...."

A new and additional paragraph was added that states:

"Cut off at the weatherhead for non payment will not be worked on overtime by GSR's, Reserve GSR's, or Service Mechanics until the Title 208 and Title 212 lists have been exhausted for the Troubleman classification. The GSR's may do this work on overtime on a de minimis basis, for example, where overtime assignments involve an extension of a regular work day to complete work same day."

The above paragraph limits the use of GSR's on overtime only for cut off at the weatherhead due to non payment. The tags worked on overtime involved a turn-on and a meter read.

Finally, had the work in question been assigned to a Troubleman, it would not have involved a call-out pursuant to 212, but rather a straight time assignment.

Decision

No violation of the Agreement occurred. This case is closed without adjustment.

Margaret A. Short

Margaret A. Short, Chairman
Review Committee

11/1/05

Date

Sam Tamimi

Sam Tamimi, Secretary
Review Committee

11-1-05

Date