

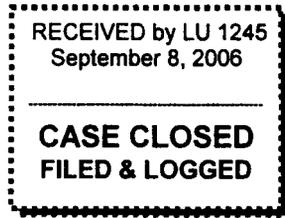
204.4; 612.4: *Whether or not the Electrical Machinist in Burney perform all of the electrician duties as well as the machinist duties. After much discussion, the Comm. agreed to the interpretation of the (1140) Electrical Machinist job definition.*



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
SALIM A. TAMIMI, SECRETARY

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

Pre-Review Committee No. 15913 Shasta Division – Hydro Electric Maintenance - Burney

John Ketcherside
Company Member
Local Investigating Committee

Kit Stice
Union Member
Local Investigating Committee

Subject of the Grievance

Company is filling electrical machinist jobs instead of electrician positions and expecting the electrical machinist to perform all of the electrician duties as well as the machinist duties. Union contends that this was not the intent of the electrical machinist position when negotiated and therefore a violation of the agreement between the parties. Correction asked for: Company cease and desist this practice and utilize the electrician classification to perform the electrical work as intended when negotiated.

Facts of the Case

In January 2005 an Electrician in Burney was promoted to Electrical Crew Lead. His Electrician vacancy was submitted to the Centralized Job Bidding Team for filling. There were No Qualified Bidders. The electrician vacancy was then released to be filled by Unrestricted Appointment pursuant to Section 205.13 of the Physical Agreement.

No qualified Electrician was identified to fill the vacancy. Company reclassified the vacancy to an Apprentice Electrical Machinist and it was filled on September 26, 2005.

Discussion

The job definition of an (1140) Electrical Machinist states:

“An employee who is a journeyman and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. Performs duties of an Electrician **with moderate skill**. Is engaged in repairing, installing and maintaining all types of mechanical and **electrical** equipment in hydroelectric plants, dams and related facilities. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency. (Class C driver’s license required per LA 93-39)”

Union alleges that the electrical machinists are being required to perform Electrician duties that exceed their job definition. However, there are no examples cited in the LIC report, or even any discussion of what work has been assigned to the Electrical Machinists. The Union advised the Company that there may be similar situations in other locations besides Burney and may pursue those.

In Company's opinion, the above job definition read in total allows an Electrical Machinist to perform **all** of the duties of an Electrician up to his individual skill level. It is understood that an electrical machinist would not be as skilled as an electrician who performs electrician duties full time as compared to sporadically, hence the reference to moderate skill. Also, the electrical machinist definition states that they perform maintenance on **all** types of electrical equipment.

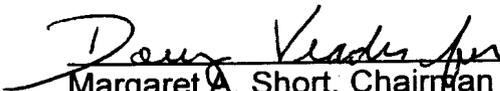
The Sr. Director met with the grievant and discussed his concerns. As a result of that meeting; further internal review; and anticipated retirements; two Electrician Burney Job Vacancy Requests were submitted for filling with a control date of August 6, 2006.

Company opined that no violation of the labor agreement has been demonstrated. Staffing decisions, as well as, the timing and assignment of routine maintenance is vested exclusively with management pursuant to Section 7.1 of the Agreement.

Decision

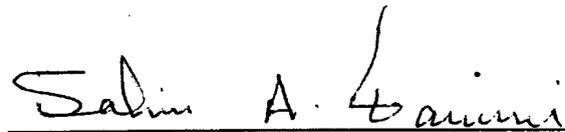
After much discussion, the Pre-Review Committee agreed to the above interpretation of the Electrical Machinist job definition.

This case is closed.



Margaret A. Short, Chairman
Review Committee

9/6/06
Date



Sam Tamimi, Secretary
Review Committee

9/6/06
Date