

204.4; 604.4: Issues re. work assigned to the Gas Transmission Tech. and Telecommunications Tech. classifications were closed on the basis of the agreements reached in the established LAs 07-36 and R1-07-58.

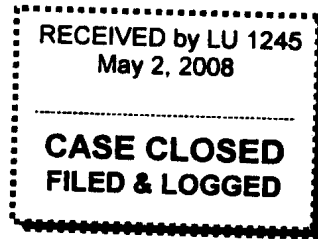


REVIEW COMMITTEE

IBEW



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BOB CHOATE, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Pre-Review Committee No. 16473 and 16605 California Gas Transmission – Kettleman and McDonald Island

Melanie Curry
Company Member
Local Investigating Committee

Bob Dean
Union Member
Local Investigating Committee

Subject of the Grievance

These are work jurisdiction grievances. At issue is work assigned to the Gas Transmission Technician and Telecommunications Technician classifications.

Facts of the Case

Beginning in 2005 Company embarked on Business Transformation, an effort to streamline, consolidate, and standardize work processes throughout the Company. One of the BT Initiatives was to bring under the management of the Information Systems and Technology Services Department, all resources and budgets related to information and communications systems. This Initiative led to a review of the work performed by the Gas Transmission Technicians in late 2005. At that time it was determined that about half of the existing GTT's were almost 100% dedicated to working on communications systems. These employees were rarely assigned to work on gas pipelines.

In early 2006, Company met with the employees and the IBEW. The 5 GTT's whose primary duties were to work on communications systems were identified to begin reporting to ISTS and begin taking work assignments from that organization. The employees and the IBEW were told that all contractual rights would remain the same, meaning, the reporting relationship change would not affect the bidding or demotion rights of the GTT's; the GTT's were still entitled to volunteer for overtime in CGT; they were entitled to continue to participate in CGT's incentive program (California Goaled).

Following the reporting relationship change, a meeting was held with the 5 GTT's, the IBEW, and Company representatives from CGT, ISTS, and Labor Relations. The meeting was to address the GTT's request to be converted to Telecom Technicians. The parties wanted to review the training of each classification to identify the overlaps and gaps in order to recommend reclassification or reclassification upon completion of certain requirements. At the meeting, the GTT's reversed their position and decided they did not want to be Telecom Techs.

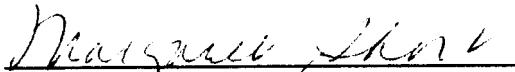
Discussion

The LIC report confirms that Telecom Techs have historically performed work on systems in Gas Transmission, in fact, they do all of the work in the northern area as there are no GTT's in that area. A review of the negotiated job descriptions for GTT and Telecom Tech states that they both work on telecommunications equipment, systems, and facilities. The job definitions do not limit either one in terms of geographically or organizationally where those telecommunications facilities sit.

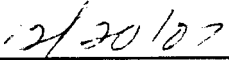
While the PRC considered this case, there were concurrent discussions between the parties that resulted in the execution of Letter Agreements 07-36 and R1-07-58 which made the GTT classifications PIO (Present Incumbent Only) and gave the incumbents career options. Additionally, the jurisdictional dispute was clarified; telecommunications work will be performed by Telecommunications Technicians.

Decision

These cases are closed on the basis of the agreements reached in the cited Letter Agreements.



Margaret A. Short, Chairman
Review Committee



Date



Bob Choate, Secretary
Review Committee



Date