



REVIEW COMMITTEE

IBEW



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ROBIN WIX, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Pre-Review Committee Number 22946 Electric Operations – Maintenance & Construction – Templeton

Yvonne Bradley
Company Member
Local Investigating Committee

Mark Taylor
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the bypass of a Lineman for a temporary upgrade assignment to the Troublemán (Tman) classification at the Templeton headquarters.

Facts of the Case

The grievant is an unassigned Lineman headquartered in Templeton. His hire date is 8/20/2001.

Restoration and Control had a temporary need to fill an additional Troublemán position at the Templeton headquarters during the holidays in December 2014. The grievant was bypassed for the temporary upgrade as he had not completed Troublemán training, which included switching at substations. The grievant had previously upgraded to the Troublemán position on a few occasions to perform storm restoration work.

A Compliance Inspector from the Buellton headquarters, who had previously held the Troublemán classification and was fully trained, was utilized for the upgrade to Troublemán between December 22, 2014 and January 4, 2015. During this time period, the upgraded Compliance Inspector worked 15.5 hours of emergency overtime as a Troublemán. The grievant worked 15.24 hours of prearranged overtime and 11 hours of emergency overtime in his Lineman classification during the same period.

Discussion

The Union argued that the grievant should have been allowed to work the temporary Tman upgrade as he was the most senior qualified employee available at the Templeton headquarters during the upgrade period. The Company's position that he was not qualified to upgrade to Tman is not a valid argument in that the Company had upgraded the grievant to the Tman classification previously. The Union further argued that while the grievant had not been trained on substation switching, the need for switching is a very small part of the overall Templeton

Tman position. Had the grievant been required to perform substation switching during the upgrade period, the Distribution Operator (DO) could have utilized job aids to walk him through the procedure. The Union argued that the grievant should be compensated for both straight-time and overtime worked by the Compliance Inspector during the period of time he was upgraded to the Troubleman classification.

The Company argued that a Tman often works alone, and at times may be the only Tman scheduled, and needs to be fully qualified in order to perform the full scope of duties within the classification. By the grievant's own admission he was not trained on substation switching and therefore, the Company argued, he was not qualified to perform all the duties of a Troubleman and was bypassed appropriately. The Union's argument that a DO could walk him through substation switching using job aids if the need arose is unacceptable. Performing substation switching in such a manner creates an unsafe work environment and would place the grievant and others at risk. The Company further argued that the grievant's previous upgrades to Troubleman was minimal and limited to storm restoration work where all duties of a Tman were not utilized.

The Company has committed to enroll the top bidders for the Los Padres Division Tman positions in training so this situation does not occur again. Concerning the missed opportunity for overtime during the upgrade period, there is no grievance precedent that provides for payment of overtime when an employee is bypassed for an upgrade.

Decision

Based on the Company's commitment to train potential bidders to ensure they are fully qualified for upgrades, and in consideration that the grievant worked 10.75 hours more overtime than the Compliance Inspector worked during the same period of time as the upgraded Tman, the Committee agreed to close this grievance without adjustment. The Union retains the right to file future grievances on bypasses due to lack of qualifications.

Robin Wix 12-10-15
Robin Wix, Chairman Date
Review Committee

Kit Stice 12-10-15
Kit Stice, Secretary Date
Review Committee