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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO  
1918 GROVE STREET AND 12, CALIFORNIA • TWInoaks 3-2141



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**Local Union 1245**

**COPY**

December 14, 1960

MR. V. J. Thompson, Chairman  
Joint Review Committee  
Pacific Gas & Electric Company  
245 Market Street  
San Francisco 6, California

Re 227

Dear Mr. Thompson:

We have received your letter of referral of the East Bay and San Francisco Division cases, referring to R. C. #227 and #237, which indicates an agreement on interpretation of Section 105.1 and 105.3 of the collective bargaining Agreement.

In our discussions at Review, it was stated by the Union that if the position "that safety is not a proper subject for the grievance procedure" as indicated by the Division was also the position of the Company's Review members, then the Union had no alternative but to proceed to arbitration. The agreement to return these cases to the Divisions was not intended by the Union to indicate agreement to limit its right to proceed on the issue as posed.

In exploring the means to resolve this issue, both parties agreed that these cases should be resubmitted to the Divisions for Investigation of the instances which led to the question and if they, at the local level, could not come to an understanding, the facts should be submitted to the Review Committee for judgment.

We are in accord with your letter exclusive of the last paragraph and are willing to allow these cases to be discussed at the Division level only if it is understood that, by so doing, there is no agreement with respect to your statements in your letter regarding Sections 105.1 and 105.3

Very truly yours,

/s/ L. L. Mitchell, Secretary  
Review Committee

LLM:do

cc: WMFleming  
KStevenson

SAFETY INVESTIGATION

Station X 12-21-60

W. T. Hammum - Division Electric Superintendent  
C. J. Douglas - District Electric Superintendent  
D. W. Nicholas - General Foreman, Substation Department, Central District  
J. J. Wilder - Business Representative, Local #1245, I.B.E.W.  
Worthy Graham - First Operator, Station X; Shop Steward, Local #1245

After investigation of the following items, it was agreed changes would be made as follows:

1. Keys to various doors and gates will be standardized.
2. Stairways where necessary will be provided with non-skid protection.
3. #4 bank entrance ladder will be modified to provide better footing.
4. If possible, large doors will be modified to provide easier movement, and operators will be instructed that doors may be left open when working in these spaces.
5. Company will clarify with supervision and employees the calling out of extra help when needed to move large breakers.
6. Troublemakers in the District will be brought in to Station X to familiarize them with the layout of the Station so they may speedily locate the Operator on duty when he is working away from the main operating room.
7. Modifications will be made in the Voy-Call System so Operator on duty can hear telephone when working away from main operating room.

PACIFIC GAS AND ELECTRIC COMPANY

COPY

INDUSTRIAL RELATIONS

East Bay Division Grievance No. 150

RECEIVED

21

November 17, 1960

MR. W. T. HANSEN:

This refers to East Bay Grievance Number 150 and your letter of February 16, 1960, wherein you state that the "alleged grievance is being referred to the Review Committee at the Union's request, not to decide the merit of the case but to determine if a grievance concerning safety is a proper subject for grievance procedure".

	RTW	
1	ELM	
	BRW	
	AMH	
	NEA	
	HMS	
	MPK	
	RIS	
	...	

Section 102.4 of the labor Agreement states that the Review Committee is "authorized to make final decision respecting the disposition of any grievance". It appears, however, that the question posed by your letter is an academic one rather than a question which refers to the facts of the situation which was first involved. Section 103.1, which the Union believes the Division violated, states that, "Company shall make reasonable provisions for the safety of its employees in the performance of their work". In the specific incident which occurred, the Company either made such provisions or did not. The Review Committee suggests that the facts of this case be reviewed locally and a decision be made on merits of the specific incident.

We are of the opinion that Section 103.1 provides for the discussion of safety provisions in the grievance process where interpretation of safety rules is not involved. With respect to safety rules, Section 103.3 applies, and, as provided for by that Section, the Union's remedial resource is to have its Safety Committee submit suggestions to Company concerning revision and enforcement of such rules.

V. J. THOMPSON, Chairman  
Review Committee

VJT:djf  
cc- CLY  
HFS  
LHM (3)