

REVIEW COMMITTEE DECISION

Review Committee File Number 250
San Francisco Division Grievance Number 108

Subject of Grievance

The question involved in the grievance is whether an Electric Meter Subforeman may supervise more than four employees while assisting the Meter Foreman in the supervision of Electric Meter Shop activities. In this instance a Senior Electric Meterman was temporarily upgraded to an Electric Meter Subforeman to assist the Electric Meter Foreman in the San Francisco Division Meter Shop. The record evidences that during the period of the upgrade, from March 29, 1960 to May 13, 1960, the employee assisted in directing the work of employees who were engaged in Electric Meter Shop activities. Inasmuch as this involved supervision of more than four persons, exclusive of himself, the Union contends that he was performing work outside of his job description. The Division, on the other hand, interprets the job definition as applicable only to a working foreman in charge of a crew performing outside work.

Statement and Decision

The job definition of the Electric Meter Subforeman provides, in part, that he is a, "working forman in charge of a crew of not more than four men (exclusive of himself) engaged in performing any kind of meter setting, servicing, testing and repairing". The Committee is of the opinion that if the subforeman is to work in the shop, the job description should describe the functions which may be performed there by him. It is recognized that in a large Electric Meter Shop, as in this case, the operation of the shop may, at times, require the addition of an assistant to direct activities. Under those conditions then, where the Subforeman is assisting in the supervision of the Meter Shop activities, the personnel limitation imposed by the aforementioned job definition is not applicable.

The Committee understands that the job definition of an Electric Meter Subforeman has been proposed for amendment. After an amended job description is approved by Company and Union, this case will be closed.

FOR UNION:

Kenneth Stevenson
W. M. Fleming
L. L. Mitchell

By L. L. Mitchell

Date Dec. 13, 1960

FOR COMPANY:

E. F. Sibley
C. L. Yager
V. J. Thompson

By V. J. Thompson

Date December 9, 1960

LA 12-09-60

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
SUtter 1-4211

In reply please refer to

December 9, 1960

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland 12, California

Attention Mr. Ronald T. Weakley, Business Manager

Gentlemen:

As a result of the Review Committee decision, R. C. File No. 250, Company proposes to amend the job definition of the Meter Subforeman classification in the Electric Meter Department to read as follows:

Meter Subforeman

An employee who is a working foreman in charge of a crew of not more than four men (exclusive of himself) engaged in performing any kind of meter setting, servicing, testing and repairing; or

An employee who is an assistant to the foreman in a large shop and who is engaged in performing and supervising any kind of meter servicing, testing and repairing.

In either case, he shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Senior Meterman and must be familiar with meter installation, standard testing procedures, accounting practices and safety rules.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one

Local Union No. 1245

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December 9, 1960

executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *J. J. Coxon*
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO

December 19, 1960

By *Ronald T. Westley*
Business Manager