

REVIEW COMMITTEE DECISION

Review Committee File Number 287
Coast Valleys Division Grievance Number 204

Subject of Grievance

This grievance pertains to the Joint Grievance Committee Chairman's exclusion of certain material from the minutes of the Coast Valleys Division Joint Grievance Committee meeting of February 12, 1960. Apparently the Union's request that the information be included was repeated over several months and upon each refusal the Union Committee declined to approve the minutes of that meeting. A grievance was filed by the Union and as no agreement could be reached at the local level, the matter was referred to the Review Committee.

Statement and Decision

The grievance concerns what matters may be contained in the minutes of the Division Joint Grievance Committee meetings. Section 102.10 of the Agreement, provides that the Joint Grievance Committee shall consider grievances referred to it as provided in Section 102.7, 102.8 and 102.9. It further states that the Committee shall conscientiously endeavor to effect a settlement of the grievances thus referred.

Section 102.10 also provides that the Chairman of the Joint Grievance Committee shall appoint a secretary to keep the minutes of the Committee's proceedings. The reference to "minutes of the proceedings" means that an accurate and factual report will be made of the grievances submitted to the Committee. The record should contain reference to the subject of the grievance, the position of the Union, the position of the Company, and the disposition of the grievance. Other than that, matters of general discussion which do not concern grievances referred to the Joint Grievance Committee as provided for in Sections 102.7, 102.8 and 102.9 need not be included in the minutes. Where they are included a brief statement of the subject matter is all that is required.

To provide uniformity in respect to the minutes submitted by all of the Joint Grievance Committees, we are attaching a format that shall be followed by the secretaries of the various Division and Department Joint Grievance Committees.

FOR UNION:

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

By L. L. Mitchell

Date Sept 14, 1961

FOR COMPANY:

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

By V. J. Thompson

Date August 21, 1961

MINUTES OF THE COAST VALLEYS
JOINT GRIEVANCE COMMITTEE MEETING

June 6, 1961

Representing the International Brotherhood of Electrical Workers,
Local Union 1245:

Mr. John Jones, Chairman
Mr. Armond Smith
Mr. Ralph Doe

Representing the Pacific Gas and Electric Company:

Mr. Ray Daniels, Chairman
Mr. Arthur Dunn
Mr. Peter Manning

Guests:

Mr. Porter Brown, Division Personnel Manager
Mr. John Evans, Business Representative, IBEW

The meeting was convened at 2:00 p.m. The minutes of the previous meeting were approved as written.

(a)

CORRESPONDENCE:

1. Letter from Union notifying the Chairman that Mr. Armond Smith replaces Mr. Anthony Quinn as Union member of the Division Joint Grievance Committee.

(d)

UNFINISHED BUSINESS

#18 - 201 (Pages 48, 65, 72) (b)

By-pass of senior bidder Mr. Bob Tully, Groundman to Sr. Line Truck Driver Vacancy 18-46 Salinas Electric Overhead - 205.11 lack of Job Qualifications

(c)

Union's Position

Union contends that Company Job Award Committee violated Section 205.7 (b) of the Agreement when it failed to award the subject vacancy to Mr. Tully; the investigation conducted by the Local Investigating Committee failed to produce evidence necessary to support Company's contention that Mr. Tully does not possess necessary qualifications to perform the work of the vacant classification. Therefore, as the Local Investigating Committee was unable to reach agreement as to the disposition of the grievance, and as the Joint Grievance Committee is unable to resolve the grievance, Union requests that the grievance be referred to the Review Committee, as provided for by Section 102.11 of the Agreement.

Company's Position

Company contends that the employee was properly disqualified in accordance with Section 205.11. Further, the Company's Member of the Local Investigating Committee produced ample factual evidence showing the employee's lack of qualifications.

Disposition (NOTE: or "Decision" as applicable)

The Secretary will prepare and forward the grievance to the Review Committee as requested by the Union Committee.

NEW BUSINESS

#18 - 210 (e)

Groundman Working Out of Classification While Making Up Crossarms and Framing Poles

(d)

Union's Position

Union contends that the Groundman concerned is a member of a crew engaged in pole framing work. Further, the Groundman actually performs framing duties similar to the activities of other members of the crew. Union contends that making up crossarms is a Lineman's duty and it should not be done by a Groundman.

Company's Position

Company stated that if the Groundman was actually performing framing duties similar to the activities of other members of the crew, rather than helping other members, he would be engaged in work beyond the scope called for by his classification definition.

Disposition

Company requested that the grievance be held pending.

The meeting was adjourned at 3:00 p.m. The next regular meeting is scheduled for 2:00 p.m., July 7, 1961.

Respectfully submitted,

Secretary

- (a) Include only that correspondence addressed to the Chairman which concerns the Joint Grievance Committee. Grievances referred to the Committee need not be shown under Correspondence; but rather, should be included under "New Business" when initially presented for discussion, or "Old Business" when discussed.
- (b) Reference to page where the grievance is previously discussed.
- (c) In the preparation of the minutes, the Secretary shall use care to accurately and concisely set forth the position of both Union and Company.
- (d) Pages numbered continuously.
- (e) Form number found on Grievance Form should not be used. The Chairman will assign a number according to the sequence in which the grievances are received.

(d)