

# REVIEW COMMITTEE

**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125

**IBEW** 

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
L.N. FOSS, SECRETARY

L.V. BROWN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

Review Committee File No. 1392-75-21  
San Jose Division Grievance Nos. 8-75-44/45  
Assignment of Substation First Operator to Switch

January 16, 1976

MR. L. H. CONNER, Company Member  
San Jose Division  
Local Investigating Committee

MR. O. OWEN, Union Member  
San Jose Division  
Local Investigating Committee

The above-subject grievance has been discussed by the Review Committee and is being returned to the Division for settlement in accordance with the following:

The grievance concerns the Division's practice at both San Mateo and Metcalf Substations of assigning First Operators to perform switching duties at unattended transmission substations. The grievants are alleging that their job definition does not permit the Company to utilize them for switching assignments at unattended substations. In reviewing this case, it was necessary for the Review Committee to analyze not only the job definition of First Operator but the past practice within San Jose Division. The past practice is best described by the Local Investigating Committee's Joint Statement of Facts, Item Nos. 6 and 11, where for a considerable amount of time, First Operators, as well as Relief First Operators, at San Mateo and Metcalf have performed switching at unattended substations within the jurisdiction of their respective switching centers. Prior to the establishment of the fourth standard operating shift, Title 600, Exhibit VI-L, Page 50, Job Definitions and Lines of Progression, Division Electric Departments, dated March 25, 1975, these switching assignments were performed at both the straight time and overtime rate of pay depending on whether or not it was necessary to use additional operators above the normal complement or the assignment was performed during an overtime period on any given watch.

With this being the case, the Review Committee must give considerable weight to past practice inasmuch as the record is clear that the assignment of switching duties at unattended substations to First Operators was a mutually acceptable practice within San Jose Division and was not considered a violation of the Labor Agreement. Therefore, it is the conclusion of Review Committee, based upon the Joint Statement of Facts,

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that there is no contractual effect of the recently established standard operating shift, commencing at 10:00 AM, relative to the practice at issue here or any obvious or apparent reason why the practice should now be treated as a violation of the Labor Agreement, specifically, Title 600, Exhibit VI-L, Job Definition of First Operator (Substations).

This case is considered closed without adjustment and should be so noted by the Local Investigating Committee.



L. V. BROWN, Chairman  
Review Committee



L. N. FOSS, Secretary  
Review Committee

DJBergman:rto

cc: VHLind  
IWBonbright  
JAFairchild  
PMatthew  
Personnel Managers