

REVIEW COMMITTEE

PG and E

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

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Review Committee File No. 1404-76-8
San Joaquin Division Grievance No. 25-8-76-8
Performance of Distribution Operator Duties

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

September 14, 1976

MR. R. J. STEELE, Company Member
San Joaquin Division
Local Investigating Committee

MR. W. WEAVER, Union Member
San Joaquin 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 case concerns the duties performed on Saturday, February 21, 1976, by the Supervising Distribution Operator. This classification formerly was that of a Chief Distribution Operator, a bargaining unit employee, and at this time is the subject of a pending arbitration case between the Company and Local Union 1245, I.B.E.W. The work assignment in question was clearly de minimis and incidental. However, the question is the rate of pay of the Supervising Distribution Operator, and to that end, the Review Committee is of the opinion that this question cannot be answered until the above-mentioned arbitration case has been decided. Therefore, if the Union's position is upheld in the arbitration case, the Supervising Distribution Operator will be paid at 1-1/2 times the rate of pay of the Chief Distribution Operator classification; and if the Company's position is upheld, the assignment was in accord with the 1966 contract settlement, "Performance of Work Usually Assigned to Bargaining Unit Classifications," and the case closed without adjustment.

D. J. BERGMAN, Chairman
Review Committee

L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: EEFoley
IWBonbright
LVBrown
JAFairchild
PMatthew
Personnel Managers

78-3-PGE

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

January 12, 1978

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

Since 1969 when the District Distribution Operating Centers were established, there has been an increasing demand in East Bay and San Joaquin Divisions for improved electric operating reliability, operating cost control, and supervision of operating personnel as well as others involved in operating the Districts' system. Other areas of increasing emphasis have been upon operator training, the coordination of operations with engineering, and the auditing of the overall operation of the Districts' assigned jurisdictions. In the past year alone, new responsibilities included the Reduced Voltage and Involuntary Circuit Curtailment Programs. In the past, these important activities have been largely the responsibility of the District and Division Engineering and Division Operating Centers rather than the District Operating Center where they are more properly placed.

In the past, Company attempted to accomplish the above goals by establishing the exempt position of Supervising Distribution Operator in San Joaquin Division, and more recently, in East Bay Division. Union conceded then as it does now, that Company proceeded to establish the Supervisory Distribution Operator position in full good faith for the purposes outlined; however, it grieved the action solely because it had the effect of removing certain administrative work formerly performed by the Chief Distribution Operator classification from the bargaining unit, redistributing certain Chief Distribution Operator work to remaining Distribution Operators within the District and eliminating the Chief Distribution Operator classification from the line of progression contained in the Bargaining Agreement. In Arbitration Case 61, which resulted from Union's grievance, the Arbitrator found that because such effects obtained from Company's action, that Company was not free, within the terms of the Agreement, to carry out all of its action absent mutual agreement between Company and Union.

Pursuant to the Award in Arbitration Case 61, representatives of Company and Union have bargained with regard to the issues raised by Union's grievance and have agreed that:

1. Company may establish the exempt position of Supervising Distribution Operator in San Joaquin and East Bay Divisions. These new positions will, as originally contemplated by Company plan, coordinate, and supervise all the



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Local Union No. 1245, IBEW

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activities mentioned in the opening paragraph of this letter. They will act as supervisors within the meaning of the National Labor Relations Act and will not perform bargaining unit work except in accordance with our understanding with respect to supervisors performing bargaining unit work contained in the 1966 bargaining settlement between Company and Union.

2. Company will maintain one Operator-in-Training classification in each district headquarters in East Bay and San Joaquin formerly staffed by a Chief Distribution Operator. Such classification, or one higher in the line of progression, in each such headquarters, shall be permanently filled until and unless Union agrees to the contrary.

3. The classification of Chief Distribution Operator shall be deleted from Exhibits X and VI-F of the Physical Agreement.

4. Pursuant to the provisions of Arbitration Case 61, this document shall constitute our entire agreement with regard to deleting the present classification of Chief Distribution Operator.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By W. W. Bright
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

January 19, 1978

By Dean Coffey
Business Manager