

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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IBEW 

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D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

M.A. MEDEROS, SECRETARY

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Review Committee File Nos. 1449-78-16, 1481-80-7
Fact Finding Committee No. 782-78-75
San Francisco Division Grievance Nos. 2-271-78-12, 2-476-79-83

MR. G. D. LAWSON, Company Member
San Francisco Division
Local Investigating Committee

MR. F. A. SAXENMEIER, Union Member
San Francisco Division
Local Investigating Committee

Subject of the Grievance

The cases concern the question of Maintenance Helpers in the San Francisco Division Transformer Repair Shop receiving work instructions from an exempt supervisor while not working under the direction of a journeyman or apprentice.

Discussion

The Joint Statement of Facts indicates that the grievants, Maintenance Helpers, were instructed by an exempt supervisor at the beginning of the workday to work in the Transformer Repair Shop to perform the following duties: (a) cleaning transformers with the use of hand-powered tools; (b) to do spot painting on transformers, and (c) to pump oil out of transformers. The grievants performed these duties alone and at no time under the direction of an apprentice or journeyman, having minimal contact with the exempt supervisor during the day. Further, the Joint Statement of Facts indicated that all the duties performed by the grievants were within the Helpers' job definitions.

Upon further investigation, it was determined that in San Francisco Division, Helpers have regularly been assigned to the Transformer Repair Shop for a number of years; and as a part of their regular assignments have prepared Transformers for painting and in doing so work alone. The grievants were, in most cases, replacements for the absent Helper; and their assignments were nothing more than what would have been regularly assigned on a daily basis.

Decision


In view of the above, it is the decision of the Review Committee that contractual violations did not occur in these cases; and they are closed without adjustment and prejudice to other Divisions or Departments.

FOR COMPANY:

F. C. Buchholz
J. B. Stoutamore
D. J. Bergman

FOR UNION:

G. W. Abrahamson
W. H. Burr
M. A. Mederos

By 

Date 6-11-80

By 

Date 6-11-80