

REVIEW COMMITTEE

PG and E

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

CASE CLOSED MAR 6 1981
LOGGED AND FILED

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
R.W. STALCUP, SECRETARY

RECEIVED MAR - 6 1981

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1024-80-117
Review Committee File No. 1511-80-37

Subject of the Grievance

This case concerns the Union's contention that Company unilaterally altered an established audit system for Corrosion Mechanics in East Bay Division from a qualitative system into a subjectively-graded point system which could be used as a basis for discipline.

Facts of the Case

Approximately eight years ago the General Office Corrosion Department initiated a Company wide audit system designed to identify, as above or below the average, technical areas for which an individual Corrosion Mechanic is trained. This audit system was first utilized in East Bay Division approximately three years ago. It was found by Division management to be satisfactory and was not grieved by Union. Recently, the Division revised this audit system into one having point values for each separate function audited, and a standard achievement level of 95 points out of a total of 99 points. The audit was further enlarged to provide evaluation of both an employee's technical achievement level and the employee's proficiency level. It also contained categories for evaluation of such other functions as: appearance, neatness and relationship with supervisors and the general public. These changes were grieved by Union under Title 107 of the Physical Agreement as constituting a unilateral change in the condition of employment.

Discussion

The Review Committee discussed the many aspects of this case including whether the Company has the right to audit its employees. Based on Arbitration Case No. 45 and on the fact that there has been an unchallenged practice established for auditing Corrosion Mechanics, this Committee agrees that Company has the management right. However, the method by which Company performs its audits is a different matter, and the Review Committee agrees that any such audit method, as well as any resulting discipline to an employee, may be grieved by Union.

By testimony in this case, this particular revised audit system is primarily intended to determine whether an individual Corrosion Mechanic is adequately trained to perform all of the duties of that classification. The 95 point level is intended to be a point of standard proficiency and any value lower than that indicates a need for additional training. The Committee members agree that the above stated purpose and intent is appropriate, and this Committee is of the opinion that the use of this audit for anything other than a technical evaluation of a Mechanic's proficiency and of his safety practices is unnecessary. This

audit system will be revised to reflect this purpose and facilitate an easier understanding of the audit results.

The Review Committee is of the opinion that the 95 point level of standard achievement is not necessarily appropriate and agrees that employees who merely fail to meet this standard shall not be subject to discipline. On the other hand, the Committee recognizes that employees who have failed to respond to further training could subject themselves to some appropriate form of corrective discipline.

Lastly, the Committee recognizes that for any audit system to be effective, it must be reviewed and discussed in a timely manner with an employee. Therefore, this Committee agrees that a review of any such audit shall be held as soon as reasonably possible between the employee and the auditor. It will be considered appropriate for the Company to provide to any audited Corrosion Mechanic, upon his written request, a copy of the completed audit.

Decision

On the basis that the above stated corrections will be implemented, the Review Committee agrees that such an audit system is not in violation of the Agreement. Further, the Review Committee agrees that standing by itself the failure of an employee to meet the standard of achievement established in this revised audit system will not be just cause for discipline. As such, this case is considered closed.

FOR COMPANY:

- L. C. Beanland
- F. C. Buchholz
- J. B. Stoutamore
- D. J. Bergman

By *D. J. Bergman*

Date _____

FOR UNION:

- P. Pelucca
- G. W. Abrahamson
- W. H. Burr
- R. W. Stalcup

By *Roger Stalcup*

Date 3-4-81