

REVIEW COMMITTEE

PG and E



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

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 APR 17 1987

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Inspectors Holding Line Clearances
Review Committee File No. 1641-86-12

On April 18, 1986, Electric Operations issued a letter providing for temporary upgrades from Inspector to Crew Foreman, in certain situations, when taking or holding clearances for contractor crews.

On May 20, 1986, Union submitted a Business Manager's grievance directly to the Review Committee requesting rescission of the letter alleging violation of Letter Agreement 86-95-PGE resulting from the decision in Arbitration Case No. 123.

Notwithstanding Company's position that the April 18, 1986 letter has no relation to and is not in violation of Letter Agreement 85-95-PGE, the Labor Agreement or any other agreement between the parties, Company agrees to the correction requested. Company will rescind the April 18, 1986 letter and will not plan to upgrade for those situations covered in the letter.

This case is considered closed on the basis of the foregoing without prejudice to the position of the Company.

FOR COMPANY:

FOR UNION:

Norman L. Bryan
Floyd C. Buchholz
Robert C. Taylor
David J. Bergman

Patrick S. Nickeson
Fred H. Pedersen
Arlis L. Watson
Roger W. Stalcup

By *[Signature]*

By *[Signature]*

Date 10-8-86

Date 10/3/86



IBEW LOCAL UNION 1245

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P.O. Box 4790, Walnut Creek, CA 94596

(3063 Citrus Circle) • (415) 933-6060

April 29, 1986

Mr. I. W. Bonbright
Manager of Industrial Relations
Pacific Gas and Electric Company
245 Market Street, Room 444
San Francisco, CA 94106

Dear Mr. Bonbright:

Attached is a letter dated April 18, 1986, which addresses Inspectors holding line clearance, and the confusion related to upgrade when doing so. In my opinion, the guidelines provided for upgrade are inappropriate.

Since 1977, Union and Company have tried to resolve the issue of appropriate switching, if any, for Journeyman Lineman and Cable Splicer.

As you know, after various ways of addressing the problem through the grievance procedure, Ad Hoc Committee, and general negotiations, the issue is as yet unresolved.

In 1980 general bargaining it was agreed to establish an Ad Hoc Committee to resolve these issues of switching and clearances taken by Cable Splicers. It was further agreed that until the matter was settled, each division would continue its past practices.

In the interim, various grievances were referred to the Ad Hoc Committee, and it was expanded to include the classifications of Lineman and Electrician (letter attached).

The Ad Hoc Committee, through Letter Agreement R3-84-148-PGE, tried an experiment of conditional upgrades for the affected classifications. Later, the experiment was extended by Letter Agreement 85-120-PGE for specific headquarters.

On March 12, 1986, unable to resolve the issue, the committee formally referred the seventeen grievances to arbitration. It was my understanding, as

I. W. Bonbright
April 29, 1986
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published in the March 1986 issue of the Utility Reporter, that the practice in effect prior to 1980 would be reestablished until final resolution is reached.

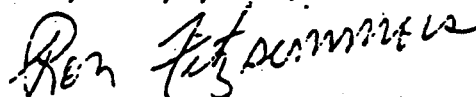
The issue of appropriate classifications performing contractor inspection work was an entirely separate issue and was resolved by Arbitration Case 123 and Letter Agreement 85-95-PGE.

As I stated earlier, based on the foregoing, the guidelines provided by the letter of April 18, 1986, are entirely inappropriate and not in keeping with the current Agreement(s).

Therefore, I hereby request that the letter dated April 18, 1986, be rescinded and the practices of pre-1980 be adhered to. This matter should not have to result in increased grievances.

Thank you for your attention.

Very truly yours,



Ronald C. Fitzsimmons
Assistant Business Manager

RGF/fz

cc J. McNally
Administrative Staff

Attachments 2

bcc PG&E Field Staff
T. Garcia

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 7E1-4211 • TWX 910-372-6587

August 6, 1985

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes all previous correspondence on this issue.

To comply with the decision rendered in Arbitration Case No. 123, Company will use existing classifications to perform the work identified by the arbitrator as appropriate to those classifications. Work will be distributed as follows:

For those conditions in either overhead or underground construction work where the contracted work requires more "on-site" coordination and/or inspection by the Construction Supervisor than is required for Company crews, this will be performed by the "field representatives" in classifications listed below.

- 1) Underground Construction - by journeyman Fitter (0560), Inspector (0990) or above.
- 2) Overhead Construction - Inspector (0990) or above.

"Field representative" duties are described in detail in Company's attached Contract Compliance Manual as revised August 5, 1985.

Such duties, falling within the classifications outlined, shall be assigned by the supervisors in charge in accordance with the Labor Agreement. Supervision will continue to coordinate the activities of the bargaining-unit classifications involved in the contracting activities, as well as pre- and post-check jobs, negotiate with contractors and the associated Contract administration work.

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 *M. B. 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

By *Jack McNally*
 Business Manager

Aug 7, 1985

PG&E**FOR INTRA-COMPANY USES**

From Division or Department: **TRANSMISSION AND DISTRIBUTION
ELECTRIC OPERATIONS**

To Division or Department:

FILE NO. **741**RE: LETTER OF
SUBJECT**Inspectors Holding Line Clearance**

CLF	SAN JOAQUIN REGION ELECTRIC OPERATIONS		LEN
UCR	FOUR-WORK		WTR
LAF	DATE	FOUR-WORK	TRM
MSP	APR 21 1986		EBB
WRD			RCS
			JED
CCN	DISPATCH	DISTRIBUTION	RTWR
	RETURN FILE	SEE CLF	PLEASE HANDLE
	FOR YOUR INFO	DEPT FILES	JTD
JDR	GEN		TRS

April 18, 1986

REGIONAL ELECTRIC OPERATIONS MANAGERS:

We have been informed that Cable Splicers and Linemen, when used as Inspectors, are taking or holding line clearances for contract crews and there is some confusion as to when or if they are entitled to an upgrade when doing so.

In order to eliminate confusion and to provide consistency, the following guidelines are provided for your convenience:

When a qualified Lineman or Cable Splicer is assigned to take or hold a clearance for a contract crew, and during such time is not under the direct supervision of an exempt supervisor, this employee will be compensated for the specific assignment at the appropriate rate listed below for the time worked but not less than two hours.

Assignments that involve clearances in the overhead with no more than one clearance point and in the underground with no more than two clearance points will be compensated at the appropriate journeyman rate.

Assignments that include: 1) Combined phasing and rotation checks within the clearance limits, or 2) More than two clearance points in the underground will be compensated in the following manner:

Cable Splicer - Paid at Cable Crew Foreman rate of pay.

Lineman - Paid at the Electric Crew Foreman rate.

For the purpose of these guidelines, Title 205 of the Agreement will apply.

It should be noted the inspector classification, when related to contract work, is intended for UCD and URD projects and should generally not be utilized for overhead work. Overhead work performed by contract crews should be handled in the same manner as Regional crews by an exempt supervisor.

Regional Electric Operations
Managers

-2-

April 18, 1986

Further questions regarding this subject can be directed to R. C.
Dodge of this office on Extension 222-4510.

FLOYD C. BUCHHOLZ



RCDodge(222-4510):nva

cc: VGRose
Regional Managers
IWBonbright
EJHubacher
Regional Personnel Managers