



REVIEW COMMITTEE

204.3 } No upgrade for
612.4 } certain "switching"

PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

JUL 18 1990

**CASE CLOSED
LOGGED AND FILED
RECEIVED JUL 16 1990**



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

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Coast Division Grievance No. 8-1178-88-29
Review Committee File No. 1704-90-9

This case concerns whether temporary upgrades from Electrician to System Operator 3 were warranted for work assignments on two dates. The first date required cutting out a recloser relay for the purpose of issuing a non-test on a circuit. The second assignment to test the motor on a Primary Distribution Alarm Control (PDAC) switch to ensure that it was operating properly. However, the motor rod was disconnected from the PDAC switch during the testing.

At steps prior to the Review Committee, the parties engaged in numerous discussions concerning this grievance and the applicability of Letter Agreement 87-112, Item 3, the negotiated settlement to Arbitration Case No. 133.

The Review Committee is in agreement that the work performed in this case is appropriate for the Electrician classification. This case is closed without adjustment and such closure should be so noted by the Local Investigating Committee.

FOR COMPANY:

FOR UNION:

Rod J. Maslowski
Ron A. Morris
Robert C. Taylor
David J. Bergman

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

By *[Signature]*

By *Roger Stalcup*

Date 7-5-90

Date 6/28/90



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

August 17, 1987

Pacific Gas and Electric Company
245 Market Street
San Francisco, CA 94106

Attention: Mr. I. W. Bonbright, Manager of Industrial Relations

Gentlemen:

As a result of recent discussions, Union proposes, pursuant to Section 102.8 of the Physical Labor Agreement the following disposition of the switching and clearance grievances contained in Arbitration Case No. 133:

1. Lineman

A. Routine Switching Assignment

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a routine switching assignment, as defined below, at the Lineman rate:

(1) Work assignments in the overhead that include one clearance point with switching in one location to clear the circuit for work or return it to normal;

(2) Work assignments in the underground URD or UCD non-network systems that include no more than two clearance points with switching (any operation on the switching log) performed by the employee in no more than two locations, regardless of the number of switching operations involved, to clear the circuit for work performed by the employee doing the switching or to return it to normal.

B. Complex Switching Assignment

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a complex switching assignment, as defined below, for the work time involved rounded up to the nearest one-half hour, but no less than four hours, at the applicable Electric Crew Foreman rate:

scub (X) Work assignments that include (1) combined phasing and rotation checks within the clearance limits, or (2) more than two clearance points, or (3) switching at more than two locations.

2. Cable Splicer

An employee classified as a Cable Splicer will not be expected to perform switching assignments. If, however, a Cable Splicer performs a switching assignment, his or her rate of pay will be subject to the temporary upgrade provisions of Section 204.3 of the collective bargaining agreement. When a Cable Splicer is entitled to a temporary upgrade, the applicable higher classification under Section 204.3 is Cable Crew Foreman.

3. Electrician

When an employee classified as an Electrician is assigned to perform station or plant bus switching and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is performed such employee will be compensated at ~~the System Operator No. 3 top~~ **2.04* rate for the work time involved but in no case less than eight hours at the straight rate of pay.

Switching assignments under this Letter Agreement will be made in accordance with the job definitions and related notes of Exhibit VI-L for these classifications. Further, switching assignments under this Letter Agreement will be made without reference to Title 205 of the Physical Agreement; however, the making of such assignments will not result in the extended upgrades of employees covered by this Letter Agreement. However, when it becomes necessary to upgrade an employee as a result of this Letter Agreement and there is more than one journeyman on the job, the senior qualified employee will be entitled to the upgrade pursuant to Section 205.3 of the Physical Agreement.

All grievances included in Arbitration Case No. 133 will be resolved

*LA 88-48, Attachment C.

Pacific Gas and Electric Company
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under the terms of this Letter Agreement at the Review Committee level. All subsidiary issues in these grievances will be remanded to the Review Committee for resolution.

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 the Union.

Very truly yours,

LOCAL UNION 1245, IBEW

By *Jack McHenry*
Business Manager

The Company is in accord with the foregoing and agrees thereto as of the date hereof.

PACIFIC GAS AND ELECTRIC COMPANY

4 September, 1987

By *W. R. Wright*
Manager of Industrial Relations