



REVIEW COMMITTEE



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

MAR 19 1992

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
PO. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

**CASE CLOSED
LOGGED AND FILED**

RECEIVED FEB 24 1992

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Steam Generation Grievance No. GEO-24-573-90-10
Review Committee File No. 1717-91-5
Ad Hoc 91-22


MARK RICHARDS, Company Member
Steam Generation
Local Investigating Committee

BOB CHOATE, Union Member
Steam Generation
Local Investigating Committee

Review Committee File No. 1717 was referred to an Ad Hoc Committee to discuss the issues raised in that grievance. The Ad Hoc Committee met on October 31, 1991 and agreed to recommend the following to resolve the grievance:

1. Routine contamination level testing for enclosed spaces, such as described in Fact Finding Case No. 3610, may be performed by a variety of classifications. However, there is other testing requiring more technical knowledge which is appropriately performed by the Environmental Protection Monitor classification.
2. Training will be given to employees to enable them to utilize the testing equipment in order to monitor the environment in the areas in which they must work. Company may test these employees for the purpose of ensuring that the covered material has been understood, but passing any such test shall not be a condition of employment or condition of remaining in their current classification.
3. It is not the intent of the parties to transfer the work of the Environmental Protection Monitor to other classifications for the purpose of eliminating the EPM classification.

for  2-20-92
Margaret A. Short (Date)
Company Member
Ad Hoc Committee

 2-24-92
Darrel Mitchell (Date)
Union Member
Ad Hoc Committee

MAS:nj

MEMORANDUM OF DISPOSITION

FACT FINDING COMMITTEE CASE NO. 3610-86-163
STEAM GENERATION GRIEVANCE NO. 24-162-86-35

SUBJECT

This case concerns a supervisor doing bargaining unit work.

DISCUSSION

On January 9, 1987, the Fact Finding Committee, comprised of Dorothy Fortier, Assistant Business Manager, Local 1245, IBEW; Salim Tamimi, Union Business Representative; Rick Doering, Industrial Relations Representative; and Mark Richards, Personnel Representative; met to discuss this case. Observing this meeting were Mr. Perry Zimmerman, Union Business Representative; and Steve Rayburn, Senior Labor Relations Representative.

The Committee reviewed the Joint Statement of Facts and the Addendum to the Joint Statement of Facts and determined they were both accurate. The Committee discussed the impact that the Company's proposal has on Section 7.2, Bargaining Unit Work By Supervisors, of the Company Union agreement. The Company maintains that routine monitoring, such as confined space testing, is a de minimus assignment.

DECISION

After careful consideration of all the facts, it was agreed that the Company would adhere to Section 7.2, Bargaining Unit Work By Supervisors, of the Company Union contract. Furthermore, it was determined that routine confined space testing is a de minimus assignment and can be completed by trained employees in classifications other than Environmental Protection Monitors.

This case is settled based on the above mentioned.

<u>D. Fortier</u> DOROTHY FORTIER, Union Member	Concur/Dissent	<u>3-6-87</u> Date
<u>Salim A. Tamimi</u> SALIM TAMIMI, Union Member	Concur/Dissent	<u>3-2-87</u> Date
<u>Rick Doering</u> RICK DOERING, Company Member	Concur/Dissent	<u>2/27/87</u> Date
<u>Mark Richards</u> MARK RICHARDS, Company Member	<u>Concur</u> Dissent	<u>2-23-87</u> Date

PACIFIC GAS AND ELECTRIC COMPANY

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6557

November 17, 1981

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

Attention: Mr. J. K. McNally, Business Manager

Gentlemen:

In the recent past, both Company and Union have become increasingly concerned about possible employee exposure to harmful chemicals at the Geysers Power Plant. Title 8, Section 5214 of the General Industrial Safety Orders lays down specific permissive exposure levels, requirements for monitoring and associated record keeping.

Currently, the one Safety Engineer assigned full time to the project and the Industrial Hygienists who are available for monitoring are having trouble meeting the workload. Therefore, Company proposes, pursuant to Section 204.4 of the Physical Agreement, to establish a new Environmental Protection Monitor classification. Employees in such classification would expand the monitoring and record keeping program to provide better protection for personnel and furnish necessary documentation. The formal job definition, line of progression, and wage progression would be as follows:

Environmental Protection Monitor:

An employee who, without direct supervision, performs contamination level surveys including routine ambient and personal air samples to assist in assuring that limits contained in Company's control standards for hazardous substances are not exceeded; performs monitoring of confined spaces; maintains survey, employee exposure and other appropriate records in support of Plant and environmental monitoring programs; instructs employees and others in proper protection procedures including the fitting, use and maintenance of all respiratory equipment and protective clothing; performs and advises other employees in the decontamination of spaces and equipment, and the handling, packaging, storing and shipping of chemicals and other hazardous substances; assures that portable sampling and monitoring equipment is in satisfactory, operable condition. In addition, he/she may be required to collect samples of hazardous substances in accordance with standard procedures and, under the direction of a Chemist or Engineer, assist in analyzing these samples.

Employee's background of education, training, and experience must be such as to qualify him to perform these duties with skill and efficiency.

To qualify for entrance into the Environmental Protection Monitor classification, an employee must pass a written examination.

Next Lower Classification

None

Same or Higher Classifications

- 1505 Radiation and Process Monitor
- 1506 Trv. Radiation & Process Monitor
- 2357 Chemical & Radiation Protection Technician
- 2358 Trv. Chemical & Radiation Protection Technician
- Environmental Protection Monitor

Wage Scale:

Start	\$400.20
End 6 Mos.	\$436.60
End 1 Yr.	\$473.10

Company coincidentally proposes, pursuant to Section 204.4 of the Physical Agreement, that employees in the Environmental Protection Monitor classification be in the line of progression to jobs in the Radiation and Process Monitor and Chemical and Radiation Protection Technician classifications.

Additionally, due to the continual nature of the required monitoring, an Environmental Protection Monitor may be required to work a schedule of workdays other than Monday through Friday or Tuesday through Saturday. It is intended that Environmental Protection Monitors will work a 10-4 workweek schedule.

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 *Alton Wright*
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

Dec 11, 1981

By *Jack Wilkey*
Business Manager

Local Union 1245
 International Brotherhood
 Electrical Workers



(3068 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

January 13, 1982

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

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

Gentlemen:

In accordance with the understanding reached at the time Letter Agreement RI-81-99 (Environmental Protection Monitor) was agreed upon, please be advised that Local Union 1245 is prepared to enter bargaining relative to the unresolved issues of educational background, training and testing. The Union is of the opinion that the bargaining function, although not involving an apprenticeship, would be best accomplished by the Apprenticeship Committee pursuant to Section 109.2 of the Labor Agreement.

Additionally, it is our further understanding that the classification code number 1503 has been established for Environmental Protection Monitor and the appropriate 1982 wage rates are:

Start	\$446.70
End six months	\$484.20
End one year	\$521.80

If there are any questions relative to the above understanding, please direct them to Senior Assistant Business Manager Larry Foss of my office.

Very truly yours,

Jack McNally
 Jack McNally
 Business Manager

/fr