



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
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 SAN FRANCISCO, CALIFORNIA 94177
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INTERNATIONAL BROTHERHOOD OF
 ELECTRICAL WORKERS, AFL-CIO
 LOCAL UNION 1245, I.B.E.W
 P.O. BOX 4790
 WALNUT CREEK, CALIFORNIA 94596
 (510) 933-6060
 R.W. STALCUP, SECRETARY

JAN 12 1996
CASE CLOSED
LOGGED AND FILED

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

REVIEW COMMITTEE FILE NO. 1723
 CASE NO. SV-80-12-90-10
 11-150-90-3
 11-152-90-5
 11-167-91-5
 11-168-91-6
 11-169-91-7

The above numbered cases comprising Review Committee File Number 1723 were referred to the Joint Technology Committee for discussion and recommendation for resolution. The recommendations of the Technology Committee are contained in Attachment 3 to Letter Agreement Number R4-94-66 executed December 21, 1995. (Copy Attached)

These cases are closed based on those recommendations.

Margaret A. Short
 Margaret A. Short, Chairman
 Review Committee

Roger Stalcup
 Roger W. Stalcup, Secretary
 Review Committee

1/4/96
 Date

1/4/96
 Date



LETTER AGREEMENT
NO. R4-94-66-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
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INTERNATIONAL BROTHERHOOD OF
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(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

November 1, 1995

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes to add or modify certain job definitions in Exhibit VI-C (Gas Transmission and Storage) of the Physical Agreement.

The Company proposes to replace the Gas Control Mechanic position (1307) Apprentice Gas Control Mechanic (1308) with a Gas Control Technician-GT&S (2435) and Apprentice Gas Control Technician-GT&S (2437). Incumbent Gas Control Mechanics and Apprentice Gas Control Mechanics will be reclassified as Gas Control Technicians-GT&S and Apprentice Gas Control Technicians-GT&S upon both parties signing this agreement.

The following job definitions, lines of progression, and wage rates are attached:

1. Gas Control Technician - GT&S (2435)
2. Apprentice Gas Control Technician - GT&S (2437)

All references to the Gas Control Mechanic (1307), Apprentice Gas Control Mechanic (1308), in the Gas Transmission and Storage and Gas M&C Lines of Progression will be replaced respectively with the Gas Control Technician-GT&S (2435) and Apprentice Gas Control Technician (2437).

Company proposes to adopt the recommended settlements of several grievances that were referred to the Joint Technology Study Committee. These grievances include

Gas Production and Storage Grievance Nos. 11-150-90-3 and 11-152-90-5, Colgate Division Grievance No. SV-80-12-90-10, and Pipeline Operations Grievances Nos. 11-167-91-5, 11-168-91-6, and 11-169-91-7 (Attachment 3).

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 Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: David J. Bergman/sac
Chief Negotiator

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

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO

Dec 21, 1995

By: [Signature]
Business Manager

Proposed Job Definition, Line of Progression, and Wage Rate

2435 GAS CONTROL TECHNICIAN - GT&S

An employee who is a journeyman and without direct supervision is engaged in the technology associated with the installation, adjusting, testing, operation, maintenance and repair of mechanical, pneumatic, electrical and electronic gas measurement, instrumentation and control systems and all other equipment appurtenant to the operation of gas facilities. Employee must be able to climb towers, masts and work at elevated heights. Employee may be required to act in a lead capacity, supervising the work of other employees in lower classifications engaged in this work. Employee may be required to work as an assistant to a Gas Transmission Technician to gain experience in the installation, adjusting, testing, operation, maintenance and repair of telecommunication equipment. Employee's background of apprenticeship and experience shall be such that these duties are performed with skill and efficiency.

Next Lower Classification

2437 Appr. Gas Control Tech - GT&S

Same or Higher Classification

2410 Gas Control Tech.

2415 Gas Transmission Tech.

2435 (2436) Gas Control Tech - GT&S
& (Un)

Notes:

1. The Gas Control Technician - GT&S (2434) classification will be used on a temporary basis when assigned to supervise the work of 4 or more employees, including him/herself.

WAGE RATE

2435 (2436) Gas Control Technician - GT&S (Un)

1/1/94
948.80

1/1/95
979.65

1/1/96
1011.50

2434 Gas Control Technician - GT&S

1/1/94
996.25

1/1/95
1028.65

1/1/96
1062.10

Proposed Job Definition, Line of Progression, and Wage Rate

2437 APPRENTICE GAS CONTROL TECHNICIAN - GT&S

An employee who is engaged in performing a Gas Control Technician's work as an assistant to, or under the direction of, a journeyman. In order to gain experience for advancement to Gas Control Technician, employee may be required to work alone or under in direct supervision on jobs for which employee has been trained and instructed. The employee's educational and general qualifications must be such that employee is considered capable of attaining journeyman status.

Note:

An employee desiring to enter the Apprenticeship must first pass the Apprentice Gas Control Technician Pre-qualification Examination.

Next Lower Classification

- 0057 Maintenance Assistant
- 0931 Utility Worker (Inc. Only)
- 0935 Utility Worker
- 1160 Maintenance Worker (PIO)
- 1245 Corrosion Mechanic
- 1311 Pipe Line Mechanic (PIO)
- 1576 Gas Transmission Operator
- 1705 Operator Mechanic
- 1836 Gas Supply Coordinator

Same of Higher Classification

- 2437 Appr. Gas Control Technician-GT&S

WAGE RATE

	<u>1/1/94</u>	<u>1/1/95</u>	<u>1/1/96</u>
Start	712.10	735.25	759.15
End 6 Mo	719.70	743.10	767.25
End 1 Yr	740.70	764.80	789.70
End 18 Mo	756.95	781.55	806.95
End 2 Yr	804.70	830.85	857.85
End 30 Mo	825.95	852.80	880.55

DISPOSITION OF GRIEVANCES GAS PRODUCTION & STORAGE

The following grievances were referred to the Gas Control Technical Ad-Hoc Committee for review and settlement:

Meridian	11-150-90-3
Colgate	SV-80-12-90-10*
Rio Vista	11-152-90-5

- * The Colgate Grievance was in fact the same as the one from Meridian and was filed for reference only.

The Meridian Grievance alleged that:

1. The Orifice Metermen were performing Gas Control Technician duties when they calibrated Totalflow computers.
2. That Orifice Metermen were performing Gas Measurement and Control Mechanic duties when they performed pressure control operations during "shutdowns/tie-ins".

Note: Since Orland personnel were performing the same type of calibration work as the Meridian group during the same time period the committee agreed to include them in the settlement.

The Rio Vista Grievance alleged that Gas Measurement and Control Mechanics were performing Gas Control Technician duties when they calibrated Totalflow computers.

The Committee agreed that if submitted to arbitration, the settlement could have gone either way. In good faith bargaining, and to avoid substantial costs to both parties, the Committee recommends the following settlement:

- A. The 5 M&C Mechanics in Rio Vista at the time of the grievance each receive \$110 (\$52 mandays/yr.) for a total of \$550.
- B. The 6 M&C Mechanics in Meridian and Orland at the time of the grievance receive \$112 each for a total of \$672 and the 8 Orifice Metermen receive \$472.25 each for a total of \$3778.
- C. Orifice Metermen or M&C Mechanics within GT&S that are or end up in present incumbent only positions, will be permitted to calibrate flow computers if they have received training.
- D. The 2 affected Orifice Metermen in Meridian will be paid upgrade to M&C Mechanic for actual hours worked. Appropriate documentation is to be furnished by the grievants within 90 days of being notified.

**DISPOSITION OF GRIEVANCES
SOUTHERN PIPELINE OPERATIONS**

The following Southern Pipeline Operations grievances were referred to the Gas Control Technical Ad-Hoc Committee for review and settlement.

11-167-91-5

11-168-91-6

11-169-91-7

Each of the grievances alleged that Gas Control Mechanics were being assigned to perform Gas Transmission Technician duties without the benefit of an upgrade. The wording in the existing job description of both classifications left some of the duties and responsibilities in question.

The lack of supporting documentation furnished with the grievances, coupled with the language changes in both job descriptions has lead the Committee to recommend the above grievances be settled without any monetary award.