



PACIFIC GAS AND ELECTRIC COMPANY
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MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

REVIEW COMMITTEE

RECEIVED JUL 22 1998

**CASE CLOSED
FILED & LOGGED**

IBEW



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

REVIEW COMMITTEE FILE NO. 1815

Subject of the Grievance

This case concerns a Decision Making Leave (DML) given to a temporary Electric Subforeman A for allowing a probationary Utility Worker on his crew to climb and perform productive work.

Facts of the Case

On August 1, 1997 the grievant and his crew were changing insulators on a 115 kv circuit. The crew was working the tenth and last tower of the day. The Utility Worker had wrapped the sling to the tower arm and had tension on the conductor. He had removed the vibration damper, U-bolts and the armor rod from the conductor. He unhooked his safety line and stepped from the tower to the conductor. Before he could rehook his safety line he fell 60 feet sustaining rib, hip and pelvic injuries. The Utility Worker was terminated for unsuitability (PRC 2152).

In June 1997, the Area Foreman had met with the crew and informed them that Utility Workers were not to be allowed to climb, and specifically not the Utility Worker on the grievant's crew.

This conversation occurred after the Utility Worker had been to ten day climbing school. The grievant did allow the Utility Worker to work out of a bucket after he was told not to allow him to climb.

The day before the accident, the Subforeman made the decision to allow the Utility Worker to climb the next day because of the location of the job (remote), the Utility Worker's previously demonstrated ability, and because the Utility Worker had "bugged him every day" about climbing.

Discussion

The Review Committee noted the Job Definition for Utility Worker (0947) which states in part:

"A Utility Worker in Line Department may be permitted to learn to climb on the job in training for advancement, but shall not do line work."

The Committee was in agreement that the preclusion includes climbing a pole, a tower, or working from a bucket.

The Union expressed a strong opinion that the climbing preclusion applies to other non-climbing Line Department classifications such as, T&D Assistants, Fieldmen, and T&D Driver.

Consistent with prior grievance settlements it is recognized that Division Electric Maintenance Department Utility Workers may work above ground level, such as on a ladder, assisting a journeyman, performing substation maintenance work.

DECISION

The Review Committee agreed that the DML was issued for just and sufficient cause. This case is closed without adjustment.

For the Company:

Margaret A. Short
Kenneth E. Lewis
William G. Mc Loughlin
Michele A. Silva

By: Margaret Short
Date: 7/21/98

For the Union:

Roger W. Stalcup
William R. Bouzek
Ed Dwyer
Sherrick A. Slattery

By: Roger Stalcup
Date: 7/21/98