



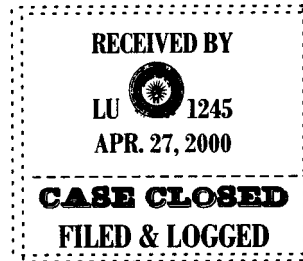
REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(925) 933-6060
BOB CHOATE, SECRETARY

General Office Grievance No. CTS-96-08
General Office Grievance No. CTS-96-11
Fact Finding No. 6727-98-102
Pre-Review Committee No. 2211

Review Committee Decision No. 1835

RITA SABADELL
Company Member
Local Investigating Committee

DEBRA MAZZANTI
Union Member
Local Investigating Committee

Subject of the Grievance

This case alleges a violation of Title 207 by contracting certain maintenance and repair work related to Sun servers without offering optimum overtime to Title 200 Telecommunications Technicians at 77 Beale Street, San Francisco. The Department is ISTS, formerly C&TS (Computer and Technological Services).

Facts of the Case

The work grieved is the installation of two hard drives in computer application servers manufactured by Sun Microsystems. At the time of the filing of this grievance in 1996, Company had 325 of these types of servers geographically dispersed throughout the system, with contracts with Sun on 175. Because of the reliability of this equipment, management estimated the total amount of hardware work to be performed on them annually was 50 hours. The contracts specify a two to four hour response time 24 hours per day, every day.

To perform work on a Sun Server, the entire system being supported by that server must be shut down and there is no prescribed menu to walk through. The service person must understand how the system is configured and the many applications running on it. Sun service personnel generally have a BS degree in Computer Science or an equivalent of one to two years of UNIX or related experience (multi-user/multi-system); completed the DRAKE certification process or an equivalent competency test.

Bargaining unit employees have never performed any work on Sun Servers in the nine years preceding the grievance that Company has had them.

The Sun application servers can be differentiated from the PC's, Banyan and other vendor types of file servers that the bargaining unit employees have worked on*:

SUN and other application SERVERS

Supports multi-users simultaneously
Supports multi-applications simultaneously
UNIX Operating System

PC Desktop Workstations

Supports single user at a time
Supports single application at a time
Windows or DOS Oper. System

BANYAN and other file SERVERS

Supports multi-users simultaneously
Supports single application at a time
Banyan proprietary/ NT Oper. System

* At times, there may be specific hardware related work that may not be appropriate for the bargaining unit, however, such decisions are subject to the grievance procedure.

Discussion

Union alleges an entitlement to be offered overtime whenever bargaining unit work is being contracted and the department is below their floor number. The LIC report provides no information on the amount of overtime worked by the grievants or on the number of employees in the department. At the Fact Finding step, an exhibit was added of the 1st Quarter 1998, 88-104 Numbers for the C&TS Department, however, that is not relevant to the incident grieved which occurred on August 8, 1996. The Department staffing number has fluctuated over the years. A Business Manager grievance concerning the floor number was recently settled that ISTS is in compliance with Title 207 with respect to its staffing.

Company stated that the threshold question is whether the work being performed by Sun is "work normally performed by the bargaining unit." Company concludes that work on Sun Servers is not bargaining unit work

At the Review Committee there was much discussion about the current state of computer affairs. Over the last several years, Company has begun a consolidation of the Sun Servers and the number has been reduced. They continue to function very well with little need for hardware servicing.

Company's Committee member representing ISTS indicated that no one within PG&E performs any work on the Sun Servers, UNIX based systems. Some work has been performed by bargaining unit employees on Banyan and other types of file servers that store data or store email. These types of servers are used for file and printing commodity like systems; they are almost desktop like. Company's member indicated the computer industry is experiencing quite a divergence in the development and cost of equipment. At the high-end the servers are becoming more complex and more expensive requiring very specialized knowledge. At the other end of the spectrum the simplicity and the cost of the PC has made repair in some instances more costly than simply replacing the unit.

As is demonstrated by the facts of the case, to become competent to work on these systems requires extensive specialized training; to stay competent in such a rapidly changing environment requires on-going exposure and performance of the work.

Union's Committee member representing ISTS, had been a member of the joint committee (94-53) that took a look at the department's work to make recommendations on jurisdiction between bargaining unit work and others' work. That committee came up with several ideas that would have provided the Company greater flexibility in work assignments and it would have provided additional training with a certification process for the bargaining unit Telecommunications Technicians on PC desktop workstations. However, these recommendations were never incorporated into a signed letter agreement or implemented. The 94-53 discussions did not include work performed on any type of servers.

Decision

The Review Committee agreed there is no contractual violation of the agreement in this case as the work in question is not work normally performed by the bargaining unit.

For the Company:

Margaret A. Short
Ernie Boutte
Malia Wolf
Dave Morris

By: Margaret Short

Date: 4/26/00

For the Union:

Bob Choate
William R. Bouzek
Ed Dwyer
Sherrick A. Slattery

By: Bob Choate

Date: 4/26/00