

Exh. XVI. No violation occurred when the Comm. agreed that printer repair is not work normally performed by Telecommunications Technicians in Stockton

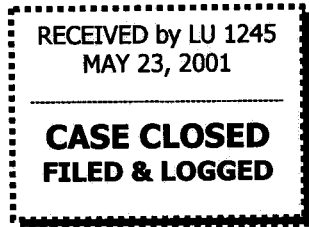


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MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

REVIEW COMMITTEE



Review Committee No. 11189
ISTS - Stockton



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
SALIM A. TAMIMI, SECRETARY

Jesse Sondheimer
Company Member
Local Investigating Committee

Gary Hughes
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance alleges that Company contracted out bargaining unit work that should have been assigned to Telecommunications Technicians in Stockton.

Facts of the Case

In Stockton there are five Telecommunications Technicians and one Telecommunications Crew Lead. For approximately eight years before the filing of this grievance, Telecom Techs in Stockton repaired printers. Initially they used spare parts from defunct printers or through purchase from a local vendor. Later, while one of the Techs was upgraded to management, he purchased printer repair kits and a repair manual. They worked on printers that were no longer under warranty.

Records indicated the amount of work was minimal. For the period of January through July 1999 there were 25 tags totaling 43 hours of work. 25% of that time was accounted for by one tag.

Effective November 1, 1999, the Supervisor instructed the Techs to discontinue printer repair, but to continue to troubleshoot to determine if there were connection or software problems. Clients were instructed to establish maintenance contracts with local vendors.

Discussion

Union opined that printer repair had been established as bargaining unit work in Stockton and requested that such work be returned to the bargaining unit.

Company responded that nowhere else in the Company is printer repair performed by Company employees. Further, Company cited Arbitration Decision No. 201, which states in part:

"...the unusual practices at one or two locations cannot control what is bargaining unit work normally performed on a system-wide basis. Neither will the unusual work practices, occupying a fraction of their time, of two or three employees provide a basis for a determination of bargaining unit work."

The Review Committee agreed that printer repair is not work normally performed by the bargaining unit.

Decision

No violation of the agreement occurred. This case is closed without adjustment.

For the Company:

Margaret A. Short
Ernie Boutte
Dave Morris
Malia Wolf

For the Union:

Sam Tamimi
William R. Bouzek
Ed Dwyer
Sherrick A. Slattery

By: Margaret Short

By: Sam A. Tamimi

Date: 5/23/01

Date: 5-23-01