



# REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
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RECEIVED by LU 1245  
July 26, 2011  
  
**CASE CLOSED  
FILED & LOGGED**

DOUG VEADER, CHAIRMAN

F. E. (ED) DWYER Jr, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

## Review Committee No. 19118 Hydro Generation – Alta/Drum

Jeff Neeley  
Company Member  
Local investigating Committee

Phil Carter  
Union Member  
Local Investigating Committee

### Grievance Issue:

This case concerns the allegation that the Company is assigning Utility Operator - Hydro (UOH) duties to Water System Repairpersons (WSR) in violation of the Agreement.

### Facts of the Case:

Letter Agreement 05-22 eliminated the Water Department Line of Progression. The Water System Operator (WSO) classification was moved to the Hydro Operator Line of Progression and reclassified as a newly created classification – UOH. The other Water Department classifications, including the WSR, were moved to the Electric Maintenance Line of Progression. Prior to this, the WSO was lower in the line of progression to the WSR.

At the LIC, The supervisor stated that the work assignments in question are 90% repair work that more closely match the work of a WSR. He further pointed out that the Apprentice Water System Repairman training schedule devotes three months of training on water system operations. There does not appear to be a dispute that the duties have historically been performed by the WSR classification, however, the Union LIC members argued that the work which is not included in the WSR job description contractually belongs to the UOH.

### Discussion:

The Union contends that employees may be assigned to perform work within their job definition and any work belonging to classifications lower in the line of progression. When the WSO classification was removed as next lower classification to a WSR, the Company lost the right to assign WSO work to WSR. WSR assignments are limited to what is provided for in the job description.

The Company argued Letter Agreement 05-22 was never intended to modify the work historically performed by the WSR. The focus of the parties in the letter agreement was to provide more career opportunities for the WSR and additional compensation and a new line of progression for the WSO. It was not intended to restrict the Company's right to assign work historically assigned to WSR.

The Review Committee reviewed P-RC 16301 which addressed an overtime dispute between these classifications. In the discussion section of that decision, the Committee agreed that "After lengthy discussions and discussions with the negotiators it was clear that the parties did not intend to disturb the work practices of the classifications." The decision went on to say "...there is no contractual requirement to deviate from the past practice as a result of the language in letter agreement R1-05-22. "

The Committee noted that for the upcoming Physical Labor Agreement General Negotiations, the Union has submitted a proposal to address concerns in a number of classifications. One of those listed is the Water System Repairperson. The Review Committee agrees that general negotiations is the proper forum to address any interest in changes to job definitions or lines of progression.

Decision

The Committee agrees the job duties assigned to the WSR did not violate the agreement. The WSR classification may continue to perform those duties which it has historically performed. This case is closed without adjustment.

**For the Company:**

Doug Veader  
Laura Sellheim  
Ruben Ramirez  
Mike Savage

By: Doug Veader  
Date: 7/26/11

**For the Union:**

F.E. (Ed) Dwyer Jr.  
William R. Bouzek  
Louis Mennel  
Karen Russel

By: [Signature]  
Date: 7/26/2011