



## REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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SAN FRANCISCO, CA 94177  
(650) 598-7567

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

DOUG VEADER, CHAIRMAN  
 DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

### Review Committee Number 21549 Hydro Generation – Manton

Robin Wix  
Company Member  
Local Investigating Committee

Kit Stice  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

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

#### Facts of the Case

At the Manton headquarters, the Company assigned a WSR on weekends to perform duties listed in the UOH job description. The one UOH at the headquarters had been working overtime for over a year since the second UOH vacated his position. The Union grieved the assignment of the work to the WSR, arguing that the Company was circumventing the filling of a second UOH position.

According to the Company members of the Local Investigating Committee, WSRs have historically performed the assigned work throughout the hydro system. According to the Union members of the LIC, WSRs at the Manton headquarters have historically performed this work when there has been a staffing shortage, but never on a regular basis.

#### Discussion

The Committee noted that this is the third time in the past four years that this issue has reached the higher steps of the grievance procedure. In 2009, the Pre-Review Committee agreed in PRC 16301 that there was no violation of the agreement. In 2011, the Review Committee agreed in RC 19118 that there was no violation of the agreement.

Both of these prior cases involved the assignment of duties listed in the UOH job definition to WSRs. In both of the cases, the parties agreed that in negotiating LA R1-05-22, the parties did not intend to disturb the work practices of the classifications and that the WSR

classification may continue to perform those duties which it has historically performed. In RC 19118, the Review Committee agreed that General Negotiations is the proper forum to address any interest in changes to job definitions or lines of progression.

The Review Committee referred this grievance issue to the Hydro Ad Hoc Committee which had been established through the 2011 General Negotiations. The Ad Hoc reached an agreement through Letter Agreement 13-70. As part of that agreement, the parties agreed that the work performed by the HUO/WSO classification is work normally performed by the Roving Operator and Water System Repairperson classifications. The letter agreement also provided for the closure of this grievance.

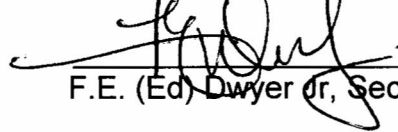
Decision

The Committee agrees to close this case without adjustment in accordance with Letter Agreement 13-70.

Laura Sellheim  
Rod Williams  
Tanya Moniz-Witten

Jeff Campodonico  
Mike Scafani  
Karen Russell

  
Doug Vegder, Chairman      9/25/13  
Date

  
F.E. (Ed) Dwyer Jr, Secretary      9/25/2013  
Date



# LETTER AGREEMENT NO. 13-70-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
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P.O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
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STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
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VACAVILLE, CALIFORNIA 95696  
(707) 452-2700  
TOM DALZELL  
BUSINESS MANAGER

September 5, 2013

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Dalzell:

The parties agreed in the 2012 General Negotiations Settlement Agreement to establish a Hydro Ad Hoc Committee per the following statement:

“Company and Union will meet to discuss the job definitions and line of progression for Hydro Utility Operator, Water System Repairperson, and Roving Operator. In addition, the Company understands Union is interested in discussing wage rates for Water System Repairperson. The parties will meet no later than December 31, 2012.”

The Company proposes the following as a result of the ad hoc negotiation:

Pursuant to Section 304.4 of the Agreement, the Company proposes to establish two new T300 classifications of Apprentice Water System Repairperson and Water System Repairperson.

### 2013 WAGE SCHEDULE:

#### T300 Apprentice Water System Repairperson - GC (AWSR)

SAP Job Code 51560454

Start	\$ 35.71
End 6 mo	\$ 36.06
End 12 mo	\$ 37.14
End 18 mo	\$ 37.96
End 24 mo	\$ 39.33
End 30 mo	\$ 40.34

**T300 Water System Repairperson - GC (WSR)**

SAP Job Code 51560455

Start	\$ 43.89
End 12 mo	\$ 45.08
End 24 mo	\$ 45.64

**T200 WAGE INCREASES:**

Company proposes 2013 wage increases as reflected below for the T200 WSR, WSR - Helms and T200 Water System Crew Leader effective the 1<sup>st</sup> of the month following ratification of this agreement. This provides a 4% increase for incumbent Water System Crew Leaders and Water Systems Repairpersons who have at least 24 months in the position:

**T200 Water System Repairperson (WSR)**

SAP Job Code 50010362

SAP Job Code 50010361 (Unassigned)

Start	\$ 41.80
End 12 mo	\$ 42.93
End 24 mo	\$ 43.47

**T200 Water System Repairperson (WSR) - Helms**

SAP Job Code 50070804

SAP Job Code 50072890 (Unassigned)

Start	\$ 43.89
End 12 mo	\$ 46.15
End 24 mo	\$ 46.73

**T200 Water System Crew Leader**

SAP Job Code 50010362

Single rate \$46.81

**APPRENTICE TRAINING:**

The Apprentice WSR training program will be submitted through the JATC for State Certified Apprenticeship.

The General Construction Master Apprenticeship Agreement will be updated to reflect the new T300 Apprentice Water System Repairperson classification under Hydro Construction.

**UTILITY OPERATOR – HYDRO (HUO) AND WATER SYSTEM OPERATOR (WSO - PIO):**

Within 90 calendar days of ratification of this agreement, Hydro Utility Operators and Water System Operators may elect to be promoted to a Provisional Water System Repairperson or a Provisional Roving Operator (Hydro Plants) if the position exists at the employee’s headquarters. If the employee is unsuccessful in completing the provisional training requirements for the selected position, s/he will be demoted to his/her prior classification of HUO or WSO.

The HUO shall remain a beginner’s classification and will be the next lower classification to Apprentice Water System Repairperson in the Division Electric Maintenance Line of Progression. The HUO shall also remain in the Operating Line of Progression pursuant to L/A R1-05-22.

For the above, the Union agrees that the work performed by the HUO/WSO classification is work normally performed by the Rover and Water System Repairperson classification. This resolves grievance no. 21549.

Exhibit VI-L and Section 600.12 Division Electric Maintenance Job Definitions and Lines of Progression will be updated to reflect the Lines of Progression in accordance with this agreement. Exhibit VI-L and Section 600.12 Division Hydro Operating Job Definitions and Lines of Progression will be updated to reflect the Line of Progression in accordance with L/A R1-05-22.

**T200 WATER SYSTEM REPAIRPERSON STAFFING LEVEL:**

The parties agree that the Company will not seek reductions in the Hydro Title 200 current system wide staffing level of Water Systems Crew Leader, Water Systems Repairpersons and Apprentices over the next five years following ratification of this agreement. The staffing level will be identified at the end of 2013 (incumbent HUO/WSO, which elects promotion to WSR are not included in this count). This obligation shall survive the expiration of the parties’ current collective bargaining agreement and all future collective bargaining agreements through December 31, 2018, unless the parties agree to amend this obligation. However, the Company’s staffing obligation pursuant to this Agreement shall be null and void and this topic shall be reopened in the event there is a divestiture or retirement of any of the company’s Hydro assets or significant change in funding or costs. This would result in the parties engaging in effects bargaining.

**T300 ELECTRICAL MACHINIST AD HOC COMMITTEE:**

The parties agree to meet within 60 days of ratification of this Agreement to discuss the creation of a T300 Electrical Machinist classification.

**JOB DEFINITIONS AND LINES OF PROGRESSION (JDLOP):**

Sections 600.12 and 600.13 of the Agreement, Job Definitions and Lines of Progression for Electric Maintenance Division and General Construction Station, Substation and Hydro, will be updated to include the new T300 AWSR and T300 WSR classifications. The Division Electric Maintenance Line of Progression will also be updated to reflect the addition of the GC classifications that are added to the LOP.

**Water System Repairperson (WSR) – GC and Division**

- T200 SAP Job Code 50010362
- T200 SAP Job Code 50010361 (Unassigned)
- T300 SAP Job Code 51560455

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
1901	51560455	Appr. Water Systems Repairperson – GC*
2067	50010360	Appr. Water Systems Repairperson*

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0107	50251367	Working Foreman B – Non-Climbing
0830	50010200	Water Systems Crew Leader
1036	50010232	Meteorological Instrumentperson

2069	50070804	Water Systems Repairperson - Helms
2066	50072890	Water Systems Repairperson - UN - Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson - UN

\* Must have 30 months in line of progression

**Apprentice Water System Repairperson (AWSR) – GC and Division**

T200 SAP Job Code 50010360

T300 SAP Job Code 51560454

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0418	50073023	Truck Driver - Water
0921	50072845	Utility Worker - Drum
0922	50010214	Utility Worker - Helms
0923	50010215	Utility Worker - Materials - Elec. Maintenance
0925	50010216	Utility Worker - Elec. Maintenance
0945	50070766	Utility Worker - Water
1824	50010347	Utility Operator - Hydro
0926	50072843	Utility Worker - Electric Operating
1037	50070773	Asst. Meteorological Instrumentperson
1898	50010353	Water System Operator- PIO
0947	50010223	Utility Worker GC
0107	50253772	Fieldperson GC – Not Gas

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1905	50072833	Water Treatment Plant Operator
2067	50010360	Appr. Water Systems Repairperson
1601	50253770	Carpenter A-Not Gas
1604	50253771	Carpenter B – Not Gas
1616	50253878	Miscellaneous Equipment Operator-Not Gas

**EXHIBIT VIII JOB COMPARISONS:**

T300 (General Construction)

Apprentice Water System Repairperson  
Water System Repairperson

T200 (Regions/Division)

Apprentice Water System Repairperson  
Water System Repairperson

If you agree, 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:   
\_\_\_\_\_  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in agreement.

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

\_\_\_\_\_  
September 11, 2013

By:   
\_\_\_\_\_  
Tom Dalzell  
Business Manager