

SAN JOAQUIN VALLEY REGION  
GRIEVANCE NO. YOS-91-1  
FACT FINDING NO. 5004-91-104  
MEMORANDUM OF DISPOSITION

Subject of the Grievance

This grievance concerns whether a bargaining unit Crew Foreman should be required to fill out a performance appraisal on other bargaining unit employees.

The correction requested by the Union was that the Company immediately cease and desist having bargaining unit employees fill out a performance appraisal on another bargaining unit employee.

Discussion

The Committee discussed the need for performance feedback for all employees. The appraisal is necessary from a safety standpoint and is extremely beneficial from a training standpoint as well. The supervisor is not with the crew at all times and must depend on the working member, in most cases the Crew Foreman, to provide information on performance that takes place on a daily basis.

The Committee discussed the manner in which performance appraisals are performed in some of the other areas of the Company.

DECISION

The Committee agreed that there is the need for appraising the performance of all employees in order to give positive feedback on good performance and to improve the performance of others, when appropriate. The Committee further agreed that a supervisor may request input from the Crew Foreman but will fill out the performance review form and review the performance with that employee. In addition, bargaining unit Crew Foremen will not be required to complete performance appraisal documents or conduct performance appraisal meetings. The Committee agreed that there is no intent to consider Crew Foremen as supervisors under the National Labor Relations Act by having the Crew Foreman provide performance information on his crew members.

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On this basis, the case is closed.

Ken Ball  
Ken Ball, Union Member

CONCUR/~~DISSENT~~

10-21-91  
Date

Frank Hutchins  
Frank Hutchins, Union Member

CONCUR/~~DISSENT~~

10/21/91  
Date

Mike Tyburski  
Mike Tyburski, Company Member

CONCUR/~~DISSENT~~

10/21/91  
Date

Robert Hinson  
Robert Hinson, Company Member

CONCUR/~~DISSENT~~

10-21-91  
Date



# REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
215 MARKET STREET, ROOM 916  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 973-1125

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

January 8, 1992

**DIVISION HUMAN RESOURCES MANAGERS**

JOE DeMARTINI  
BILL EDDY  
DAVE SCHULTZ

Pursuant to the provisions of Section 102.4 of the Grievance Procedure, it is mutually agreed to distribute Fact Finding Decision No. 5004-91-104 system-wide for the purpose of establishing precedence. This case concerns the completion of performance appraisal forms on bargaining unit employees.

DAVID J. BERGMAN, Chairman  
Review Committee

ROGER W. STALCUP, Secretary  
Review Committee

MAShort(223-1123):nj

cc: Carol Allen  
Joe Cerruti  
Perry Colwell  
Rick Doering  
Barbara Elsberg  
Larry Knight  
Gwen Landon  
Kim Lytton  
Joan McErlean  
Lynne Mellett  
John Moffat  
Bruce Monson  
Ken Nata  
Paul Pettigrew  
Josie Reyna  
Dan Robinson  
Laura Sellheim  
Robert C. Taylor  
Rob Towle  
Mike Tyburski  
Doug Veader  
Larry Womack

Attachment