

REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-350-79-1
P-RC 377
Bypass to Subforeman "A" Position

May 19, 1980

MR. R. S. BAIN, Chairman
General Construction
Joint Grievance Committee

Statement of the Case

The union grieved on behalf of two Working Foremen who contend that one of them should have been upgraded to Subforeman A on January 3, 1978. Just prior to this date, a Subforeman A, who reported to the Resident Engineer, was transferred from the Morro Bay Power Plant to another job site. His work assignments, and others, were taken over by an exempt Foreman, who was transferred to the project. Additionally, a Field Engineer III was assigned to the Foreman to gain firsthand supervising experience.

The question presented is whether the temporary assignment of the Field Engineer III was improper under the circumstances of this case.

Discussion

At the outset, it must be noted that the Union is not questioning the replacement of the bargaining unit Subforeman by an exempt Foreman. Clearly, in those situations, the grievance would not be well-founded. The concern here is whether the same holds true if a Field Engineer is assigned as an "extra hand" to take over the immediate direction of the work of the former Subforeman A's crew subordinate to the exempt Foreman. It was not intended that the Field Engineer III take over the work of an IBEW bargaining unit employee; clearly, had that been the effect, it would have been impermissible.

A brief review of the past practice in this regard evidences to this Committee that the assignment is not out of the ordinary. The Department furnished the Committee a list of similar assignments extending back to 1949.

Decision

Taking into account all of the circumstances developed in the record before this Committee, it is this Committee's decision that the grievance be closed without adjustment.

E. V. BROWN
For the Company

L. N. FOSS
For the Union

LVB:ml

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| cc: GSBates | IWBonbright | NRFarley | JBStoutamore |
| MBadella | FCBuchholz | JACates/DKLee | WKSnyder |