

REVIEW COMMITTEE**PG and E****IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY
 245 MARKET STREET, ROOM 444
 SAN FRANCISCO, CALIFORNIA 94106
 (415) 781-4211, EXTENSION 1125

CASE CLOSED JUN 17 1981
LOGGED AND FILED

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

RECEIVED JUN 16 1981

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Jose Division Grievance No. 8-487-80-74
 P-RC 622

June 15, 1981


MR. P. E. LONG, Chairman
 San Jose Division
 Joint Grievance Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Joint Grievance Committee for settlement in accordance with the following:

This case concerns a T&D Driver in San Jose who was assigned to an underground inspection and maintenance program. The issue is whether or not this work is appropriate for a T&D Driver or as Union contended that of a Working Foreman. During discussion, it was noted by the Committee that the grievant had on occasion performed work on or around energized equipment since he was qualified to do so by virtue of previous classifications he has held. He was, however, instructed by his supervisor not to perform such work but rather to call for a qualified journeyman.

The Committee agreed that the work assigned is that of the Patrolman classification and not that of a Working Foreman. Inasmuch as a T&D Driver is a higher paid classification than Patrolman, there is no violation of the Agreement in this case. In those situations where a qualified electrical worker is required, the grievant is to notify his supervisor and if instructed to perform the work, will be upgraded to the appropriate classification. Further, the Joint Grievance Committee is to attempt to establish dates and times the grievant performed such journeyman work and compensate him at the appropriate rate.

This case is closed.



D. J. BERGMAN, Chairman
 Review Committee



R. W. STALCUP, Secretary
 Review Committee

MAShort(6274):ml

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|------------|--------------|--------------|-----------------------------|
| cc: VHLind | IWBonbright | NRFarley | LSilton |
| MEBadella | LVBrown | DOkabayashi | CPTaylor |
| LCBeanland | FCBuchholz | JBStoutamore | RCTaylor |
| MEBennett | RHCunningham | WKSnyder | Division Personnel Managers |

MINUTES OF THE SAN JOSE DIVISION
JOINT GRIEVANCE COMMITTEE MEETING
FEBRUARY 3, 1982

COMMITTEE MEMBERS, LOCAL 1245 - IBEW

Ms. B. J. Symons, Chairwoman
Mr. W. S. Hennings
Mr. S. L. Neblett
Mr. S. W. Cramer

COMMITTEE MEMBERS, PACIFIC GAS AND ELECTRIC COMPANY

Mr. J. R. Klingmann, Chairman
Mr. G. D. McKinnon
Mr. R. W. Larson

REPRESENTING LOCAL 1245 - IBEW

Mr. R. L. Thomson, Union Business Representative
Mr. W. R. Greer, Union Business Representative

REPRESENTING PACIFIC GAS AND ELECTRIC COMPANY

Mr. A. M. Kezer, Division Personnel Manager
Mr. D. J. Coyne, Labor Relations Supervisor

The meeting was convened at 10:00 a.m. The minutes of the January 6, 1982 meeting were approved and read.

CORRESPONDENCE

None.

OLD BUSINESS

Grievance No. 8-487-80-74, alleged violation of Title 204 and 600 of the Physical Labor Agreement. PRC 622

Discussion and Decision

In accordance with [REDACTED] the above grievance has been reviewed to establish dates and times where the grievant had performed journeymen electrical work, which he was qualified to do.

During this review, the Committee was able to isolate types of tasks which were performed of a journeyman nature, but was unable to pinpoint specific dates and times since no journal was kept and over a year has passed from the filing of the grievance.

Therefore, the Committee resolved the issue through an equity settlement of six weeks pay for the grievant at the journeyman rate (1980), which, by mutual agreement of both parties, satisfies the approximated time parameters of the duties performed.

Based on the above, this case is considered closed and so noted by the Joint Grievance Committee.

NEW BUSINESS

Grievance No. 8-616-81-99, alleged violation of Title 7 and 105 of the Physical Labor Agreement.

Subject of Grievance

On 9/10/81, pick-up truck #8-4970, was turned into Edenvale Garage by Harvey Craig for repairs. All repairs were completed except to the driver's seat. On 9/15/81, the grievant was getting out of the truck when a seat wire came thru the padding and snagged his pants causing a tear.

Correction Asked For

That the Company reimburse the grievant for the cost of a new pair of pants.

Discussion

On 9/10/81, the grievant, a relief Operator, requested among other repairs that the torn seat be repaired in the truck assigned to the substation.

All repairs except the seat were made by the garage employees and the grievant was informed that a new seat was on order.

When assigned to System Relief Operator, the grievant was required to drive the same truck to different substations. On 9/15/81 the grievant exited the vehicle and in so doing, the seat spring penetrated the remaining seat covering, snagged the grievant's pants and tore them.

Testimony revealed that the grievant was wearing a \$45.00 pair of dress pants because of a planned social engagement and that the tear was not able to be repaired due to the type of fabric.

Decision

The Committee discussed the obligations of both the grievant and the Company in reference to their timely response and actions in this case. The grievant might have covered the area of the seat to prevent such an occurrence and a partial repair might have been called for in this case. However, since it was impossible to tell when the seat would have failed neither party could be held specifically at fault. At this point, an equity settlement seemed to be in order.

Therefore, the Committee awards the grievant \$30.00 as an equity settlement without prejudice. Also, the Committee wishes to point out that his settlement is on the basis of appropriate attire at the work location and not the dress pants, worn by the grievant.

Based on the above, this case is considered settled and so noted by the Joint Grievance Committee.

GENERAL DISCUSSION

1. Difficulty in receiving material and exempt sheets.
2. Resting facilities at Dado Street Warehouse.
3. Pumping of transformers in conjunction with proper protection and oil spilling.
4. Extended upgrades into Senior Operating Clerk position vs filling on permanent basis.

The meeting was adjourned at 11:42 a.m. The next regular meeting of the San Jose Division Joint Grievance Committee is scheduled for March 3, 1982 in the Central District Conference Room 301, 111 Almaden Blvd., San Jose.

Respectfully,



T. C. CALKINS
Acting Secretary