

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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(415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

IBEW

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

CASE CLOSED NOV 10 1981
LOGGED AND FILED

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1134-80-228
P-RC 657

November 9, 1981

MR. P. N. LONG, Company Member
East Bay Division
Local Investigating Committee

MR. J. VALENTINO, Union Member
East Bay Division
Local Investigating 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(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case involves the use of Corrosion Mechanics in one headquarters to perform Serviceman's work in a neighboring headquarters in East Bay Division. The correction requested by the Union was to pay the appropriate Serviceman or other qualified employees in either headquarters for all hours worked at the overtime rate of pay; and, to cease using the Corrosion Mechanics for this work since it is not in their job definition or line of progression. The Division did not agree to the correction requested claiming that the practice was not a violation of the Agreement.

The Pre-Review Committee discussed the issue in this case at great length. The Company Committee members stated that it is not the Company's position to ordinarily and routinely use employees for work either outside of their job description or their line of progression. However, the Company expressed that there are needs on occasion which require that it do so. In these circumstances, the Company stated that its policy is to use employees who are adequately trained and compensate them for such assignments. The Union agreed that certain operating conditions may require employees to be used in this manner. However, the Union Committee members expressed strong reservation to this practice. Further, Union Committee members indicated they would agree that such practice would be appropriate only under very limited circumstances, such as in an "all hands" emergency situation.

The Committee, in considering all of the facts developed in this case, cannot determine whether all reasonable avenues were exhausted prior to assigning the Corrosion Mechanics to this work but the facts do indicate that they were not. The facts in the case further do not allow the Committee to determine who or to what extent other employees in the line of progression and at either of the headquarters were denied their rights to the assignments in question.

November 9, 1981

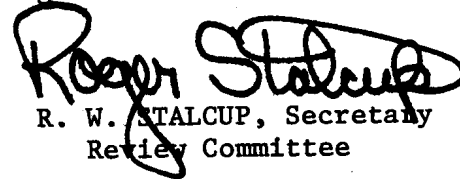
Decision

On the basis of all the above, the Committee concludes that it was not appropriate to use the four Corrosion Mechanics to perform the work under the circumstances involved in this case. Further, the Committee is informed that the Corrosion Mechanics were not upgraded to Servicemen for the first day of this assignment, apparently, because they rejected such upgrade pay based upon their belief that the work assignment was improper. However, the records do reflect that on the second day of such assignment, did accept the upgrade. As a result, the Committee agrees that these employees should be paid at the upgraded rate of Serviceman for the first day also.

This case is closed on the basis of the foregoing and such closure should be so noted in the records of the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

PEPettigrew(1123):ml/RWS:rlm

cc: FCMarks
LCBeanland
IWBonbright
FCBuchhoz
RHCunningham
NRFarley
TMcWilliams
DOKabayashi
WTPeterson
LSilton
WKSnyder
JBStoutamore
CPTaylor
CEWelte
Division Personnel Managers