

REVIEW COMMITTEE**PG and E**

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

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 MAR 15 1982
LOGGED AND FILED

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-942-81-46
 P-RC 706

March 11, 1982

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

Statement of Grievance

This case deals with the issue of what classification and rate of pay are appropriate for employees who perform sandblasting duties at the Davis Service Center. A corollary issue, although not further addressed in this decision deals with the safety aspect of such sandblasting.

Discussion

For many years, Garagemen at Davis have been assigned to perform sandblasting duties in an enclosure located several hundred feet from the garage repair shop. Typically, all Garagemen were rotated through the function at monthly intervals. The work consisted of operating an air compressor, loading sand in a hopper, and the actual sandblasting of tools, detached vehicle body parts and various other items. Although employees performing this work were aware that most of the items were being cleaned prior to painting, they had no responsibility for the painting function.

The Union contended that since the work done was preparatory to painting items that, therefore, sandblasting should be done by Painters. The Company contended that the work done was of a semi-skilled nature only and did not require Painter capabilities nor Painter wages. Both parties agreed that the Garageman classification may have been inappropriate for sandblasting duties.

Because of a reduction in manpower at Davis, there are no employees currently in the Garageman classification. In addition, sandblasting work has been reduced to a minimum; and when required, is being done by Equipment Mechanics, Painters or other craft classifications somewhat higher than that of Garageman. The Pre-Review Committee reviewed the duties of the recently established Painter B classification in field operations. Such painters do perform sandblasting duties

and can do so at any wage step within the classification range. The 1982 beginning rate for Painter B is \$440.75 per week. Historically, there has been a wage differential between similar service center and field classifications; this differential has placed field jobs approximately 5 percent higher than service center jobs.

Using this reference point, the Pre-Review Committee determined that a service center job requiring sandblasting should be set at least at \$419.75 per week. However, because the Painter B classification has a number of wage steps, the Pre-Review Committee decided on a minimum rate for sandblasting of \$423.55, which is identical to the one-year Garageman wage step.

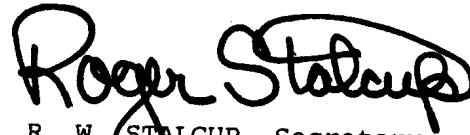
Decision

It is the decision of the Pre-Review Committee that future sandblasting work done at the Davis Service Center should require a rate of pay \$423.55 per week. The Committee recommends that Company and Union negotiate a Letter of Agreement that will establish the temporary classification of Sandblaster - Davis Service Center with a single rate of \$423.55 per week.

The grievance is settled without adjustment on the basis of this understanding.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

LVBrown(1165):ml

cc: GSBates
LCBeanland
IWBonbright
FCBuchholz
DKLee
JBStoutamore
Division Personnel Managers