

REVIEW COMMITTEE



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

CASE CLOSED FEB 19 1982
LOGGED AND FILED

D.J. BERGMAN, CHAIRMAN

- DECISION
 - LETTER DECISION
 - PRE-REVIEW REFERRAL
- North Bay Division Grievance No. 4-768-81-16
P-RC 710
Troubleman Assigned to Perform Three-Man Crew Work

February 18, 1982

MR. D. F. KOZEL, Company Member
North Bay Division
Local Investigating Committee

MR. E. K. JONES, Union Member
North 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:

On the morning of March 4, 1981, a three-man crew in San Rafael removed, cut, coiled and tied off to the base of the pole, three conductors. They also removed the span guy and installed sleeves on the secondary tails for each reconnection. These wires were temporarily removed to allow for the removal of a large tree by an outside contractor.

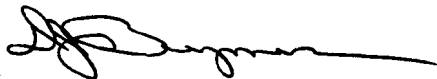
It had been anticipated that the contractor would complete his work by 3:30 p.m., and a crew would be assigned to reconnect the service. As it turned out, the contractor did not complete the job until approximately 5:30 p.m. A Troubleman who was at the site at 5:30 p.m. notified the General Foreman that the contractor had completed his work and requested a crew to reinstall the secondary conductors. As all of the crews had gone home at the end of their regular work hours, the General Foreman assigned a second Troubleman to take the double bucket truck to the site and assist the first Troubleman in reconnecting the conductors. Both Troublemens were working their regular shifts. Once at the site, the Troublemens requested the assistance of a third man to flag because of the heavy commuter traffic. Because no one else was readily available, the General Foreman went to the job site and flagged traffic for approximately seven minutes. The two Troublemens energized the conductors and departed at 6:30 p.m. The span guy was reinstalled at a later date.

There are two issues in this case, the appropriateness of assigning this work to two Troublemens as opposed to a crew, and the performance of bargaining unit work by a supervisor.

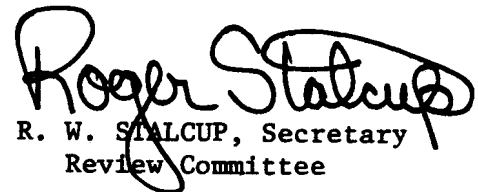
It is the decision of the Pre-Review Committee that, inasmuch as the Division had already established the work as that of a three-man crew, a crew should have completed the work. In reviewing the 212 weekly sign-up list for the week of February 27, 1981 - March 6, 1981, there were Line Subforemen and Linemen signed up, but no Groundman. Therefore, Line Subforeman M. Perryman

and Lineman B. Perron will be compensated at the double time rate as provided in 208.8 (2 hours) and 212.11(b). Further, in the future, Company will comply with the provisions of Section 7.2 of the Physical Agreement, which states, in part, "Supervisors...shall not performed work usually assigned to employees in IBEW 1245 bargaining unit classifications..."

This case is considered closed on the basis of the foregoing and the adjustments provided herein, and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

MAS(6274):ml/RWS:rlm

cc: RADraeger
LCBeanland
IWBonbright
FCBuchholz
RHCunningham
NRFarley
TMacWilliams
DAOkabayashi
TCPhebus
WKSnyder
JBStoutamore
CPTaylor
CEWelte
Division Personnel Managers