

REVIEW COMMITTEE**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY
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D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

**CASE CLOSED
 LOGGED AND FILED**

JAN 28 1983

General Construction Grievance No. 3-910-81-14
 P-RC 725

January 27, 1983

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

MR. G. VALLEY, Chairman
 General Construction
 Joint Grievance Committee

Facts of the Case

This grievance, which was filed on February 3, 1981, alleges that non-bargaining unit inspectors and engineers at Diablo Canyon Power Plant have been performing work which properly should be assigned to bargaining unit technicians.

The work in question is the "Electrical Performance Testing" program at Diablo Canyon. Under this program, newly installed or modified electrical equipment is evaluated and tested to assure that all aspects of such electrical equipment and associated interfacing equipment conform to specifications and required standards, and operate as intended within specified tolerances. Somewhat similar but, in Company's opinion, less complex and intricate work regularly is conducted at other power plants. At these other power plants, this work is commonly referred to as "Dry Run Testing."

As alleged in the grievance, the subject work at Diablo Canyon usually has been performed, with very few exceptions, by non-bargaining unit inspectors and engineers. Currently, one Inspector A, and four Inspector Bs are performing this work under the supervision of a Construction Engineer. Bargaining unit technicians customarily have been, and currently are, performing the aforementioned similar work at other power plants.

Discussion

This case has been extensively discussed and investigated by the Local Investigating Committee, the Joint Grievance Committee and the Pre-Review Committee. The Company maintained throughout these investigations and discussions that the complexity and uniqueness of the subject Diablo Canyon work, and the associated quality control and other requirements mandated by various governmental regulations made this work significantly different from the work performed by bargaining unit technicians at other power plants. The Company further maintained that, because of the aforementioned factors, the subject Diablo Canyon work is more appropriate for engineers and inspectors than for bargaining unit technicians. The Union agreed that the subject Diablo Canyon work was complex and unique, and recognized that some requirements are imposed on work at Diablo Canyon which are

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January 27, 1983

not imposed on work performed elsewhere. However, the Union disagreed that these factors made the subject work significantly different from the similar work performed by bargaining unit technicians at other power plants.

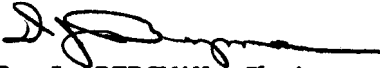
In a review of the background and experience of the five members of the current Electrical Performance Testing Group at Diablo Canyon Power Plant, it became apparent that most did not have any unique qualifications that could not be acquired through experience in technician classifications supplemented by appropriate training.


Eventually, at the Pre-Review Committee meeting on December 21, 1982, Company representatives acknowledged that the work in question at Diablo Canyon probably could be performed by bargaining unit technicians, provided that such technicians are given extensive training in such work.

Decision

Considering all of the foregoing, the Pre-Review Committee has agreed that the "Electrical Performance Testing" work at Diablo Canyon Power Plant is bargaining unit work appropriate for technical bargaining unit classifications. Therefore, the Committee further agreed that the five inspectors who are presently performing the subject work will be replaced by employees who hold an apprentice technician, journeyman technician or technical subforeman classification, as appropriate. To allow the Company sufficient time to train these bargaining unit replacements and locate new jobs for the incumbent inspectors, Company will have until July 1, 1983 to effect these replacements; however, Company has agreed to make a good faith effort to accomplish these replacements as soon as possible. Future assignments to the subject work will be made on the basis that the work is appropriate for technical bargaining unit classifications.

This case is closed on this basis.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

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