

REVIEW COMMITTEE**PG and E**

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

CASE CLOSED JUL 2 0 1982
LOGGED AND FILED

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

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

North Bay Division Grievance No. 4-787-81-35
 P-RC 744

July 1, 1982

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

MR. E. K. JONES, Jr., 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:

The grievance issue in this case is whether or not the consolidation of switching clearances from Power Plant Operators to one Power Plant Operator (called "Clearance Coordinator") at the Geysers Power Plant caused sufficient increase and responsibility to warrant upgrade to Senior Power Plant Operator.

Prior to December of 1980, all Power Plant Operators at the Geysers Power Plant wrote their own switching orders and held their own clearances. With the rapid growth at the plant and the addition of inexperienced Power Plant Operators filling new positions, concerns for safety were expressed when several switching near-misses occurred; and the consolidation of switching clearances was undertaken to gain improved control over the various operations. As a result, fully qualified Power Plant Operators who were familiar with all the equipment were assigned as "Clearance Coordinators" to coordinate all clearance activities during their shifts. The Supervisor of Operations testified that since not all the Power Plant Operators were fully qualified, that Senior Power Plant Operators were used primarily for this activity until the Power Plant Operators became qualified. As noted at the outset prior to December of 1980, the Power Plant Operators had written their own switching orders and held their own clearances. With the consolidation of this activity, however, the Power Plant Operators acting as "Clearance Coordinators" are now, according to the testimony, coordinating the clearance and being held accountable for others in the field in terms of following correct switching procedures. While the clearance is still approved by the Operating Foreman who is also held accountable for errors, it is clear to the Committee that the Power Plant Operator has assumed additional responsibilities under this new program. The testimony further indicates, as noted earlier, that only certain of the Power Plant Operators were qualified to perform this function; and further evidence in this case suggests


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that only the most qualified Power Plant Operators are designated as "Clearance Coordinators" to the extent that an employee's seniority is not relied upon in making a selection of an employee to perform this task.

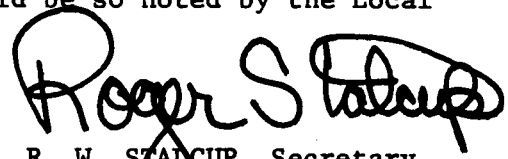
The review of the job definitions for Power Plant Operator and Senior Power Plant Operator at the Geysers do not specifically state who should perform this task but indicates that the duties more appropriately belong to the Senior Power Plant Operator who, in his job description, is clearly designated as being responsible for coordinating the activities of other operators in the operation of all equipment. While the Power Plant Operator was responsible for his own duties and specific reference is made in his job description that he be able to clear equipment, write switching orders and perform necessary switching, this language, in the past, has been interpreted to mean writing his own switching orders and holding his own clearance. As a result, the Committee concludes that the assignment of responsibility as "Clearance Coordinator" requires upgrade to Senior Power Plant Operator. On the basis of this decision, the grievant noted in this case will be paid as Senior Power Plant Operator for the date noted under the correction asked for on the grievance form.

The foregoing is not to be interpreted to hold that Power Plant Operators may not be assigned their own switching responsibilities again in the future consistent with the language in such job definition.

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. STADCUP, Secretary
Review Committee

PEPettigrew(1123):ml/RWS:rlm

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