

**REVIEW COMMITTEE****PG and E**

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

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

**CASE CLOSED** JUL 14 1988  
**LOGGED AND FILED**  
**RECEIVED JUL - 7 1988**

Redwood Region: Grievance Nos. 4-1291-86-24 and  
4-1287-86-20  
P-RC 1128

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

June 30, 1988

SHELLEY VERBIN, Company Member  
Redwood Region  
Local Investigating Committee

SAM TAMIMI, Union Member  
Redwood Region  
Local Investigating Committee

Subject of the Grievances

These cases concern the alleged use of exempt employees to perform duties related to tree trimming activity most appropriately assigned to the Inspector classification.

Facts of the Cases

Both of these cases involved supervisors being assigned work related to tree trimming, such as the auditing and inspecting of tree trimming crews on a daily, weekly and quarterly basis; checking trees in the field when complaints are received from customers; and routing the tree trimming crews.

The Committee reviewed the Inspector job definition and noted that it includes "...checking tree and weed conditions, routing tree trimming and weed control crews..."

Decision

In an attempt to clarify the language in the Inspector job definition and distinguish bargaining unit and exempt activity related to tree trimming, the Committee agreed to the following:

The routine inspection of tree trimming contractors as to compliance with PG&E standards; i.e., clearance of lines to the tree, shall normally be performed by bargaining unit personnel. Also, the first contact with the customers will generally be assigned to bargaining unit employees. However, when there is the likelihood of a serious complaint, a Management employee may respond.

The administrative aspects; i.e., determining when work is to be performed as distinguished from actual routing of the crews, contract compliance, budgeting responsibilities, monetary decisions, etc., are properly performed by Management employees.

Management reserves the right to audit/spot-check bargaining unit personnel and tree contract personnel for compliance with the terms and conditions of the existing contract.

On the basis of the foregoing, these cases are considered closed.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

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