

**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

**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 FEB - 8 1988  
LOGGED AND FILED****RECEIVED FEB - 2 1988**East Bay Region Grievance Nos. 1-2497-86-140 and  
1-2537-86-180  
P-RC 1162

January 28, 1988

VIRGINIA HAYES, Company Member  
East Bay Region  
Local Investigating CommitteeART MURRAY, Union Member  
East Bay Region  
Local Investigating CommitteeFacts of the CasesGrievance No. 1-2497-86-140

In July of 1986, a Helper in the Concord Gas Department completed training making him qualified to perform work as an Underground Installer. The Helper had submitted a prebid to the classification which was established by Letter Agreement 84-157 on March 8, 1985. The prebid was rejected as Helper is not a "next lower classification" to Underground Installer. The Helper indicated his interest in the training to a supervisor who sent the Helper to the school when a space was available and no one else in the headquarters had a prebid on file.

Grievance No. 1-2537-86-180

On October 30, 1986, the Helper referenced in Grievance No. 1-2497-86-140 was utilized as an Underground Installer because he was the only trained employee available in the headquarters.

Discussion

The dispute in these cases focuses on the following language contained in Letter Agreement 84-157, "Until Company and Union agree to the contrary, assignments to Utility Underground Installer and Underground Installer will be made on a temporary basis in accordance with the provisions of Section 205.3 of the Labor Agreement."

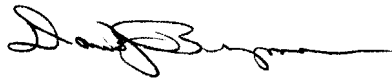
Union argues that this language was intended to preclude the training or use of any employee in a classification not listed as "same or higher" or "next lower" to Utility Underground Installer or Underground Installer. In the event there are no valid prebidders trained, Union believes the work should revert to the Electric Department.

Company believes the language in Section 205.3 is being complied with. Company utilized senior qualified prebidders for upgrade purposes and then trained and upgraded a qualified employee. Section 205.3 has been interpreted by the parties to allow Company the right to upgrade other employees once valid prebidders in the headquarters have been exhausted.

Decision

In following up on this case, the Pre-Review Committee was informed that the Helper had not been used as an Underground Installer after October 30, 1986, since other employees in the headquarters had been trained for the classification. The Committee notes also that the parties made a commitment in the 1987 General Negotiations to establish a Committee to negotiate issues related to the establishment of an Underground Department.

Inasmuch as the issues discussed in these grievances do not appear to be continuing and there is no liability involved in the cases, the Pre-Review Committee agreed to close this case without adjustment and defer the question of training and utilization of an employee in a classification other than those listed in Letter Agreement 84-157 to the aforementioned Underground Committee. If they are unable to resolve the issues at hand, the Pre-Review Committee retains jurisdiction and either party may reopen the case.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

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