

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

MAR 7 1988
**CASE CLOSED
LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

RECEIVED MAR 4 1988

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Jose Division Grievance No. 8-1073-86-55
P-RC 1193

March 3, 1988

DAN J. COYNE, Company Member
San Jose Division
Local Investigating Committee

LARRY L. PIERCE, Union Member
San Jose 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 5A(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This case concerns an alleged Section 212.8 - extension of the workday - bypass of a Fieldman.

Facts of the Case

Shortly before the end of regular work hours on August 26, 1986, a crew comprised of a Gas Crew Foreman; a Fieldman who was temporarily upgraded to an Equipment Operator; and a Helper, was assigned to locate a gas leak. After locating the leak and making it safe, the Crew Foreman and the Fieldman were released. The Helper was left at the site in a truck with a radio to keep people away from the area and to radio the Distribution Operator if a problem occurred. The decision not to repair the leak and to leave the Helper at the site were made by a Gas Construction Supervisor.

Before leaving the worksite, the Fieldman told the Supervisor he didn't believe the Helper was qualified and he should be assigned to stay.

Discussion

The Pre-Review Committee reviewed the Helper job definition which states:

0930 HELPER

An employee who assists a journeyman or other higher rated employees. He performs semi-skilled duties such as

tapping mains under pressure of 60 pounds or less, incidental truck driving, pipe wrapping, using paving breakers, and operates valves.

Beginner's Classification

Union argued that Helpers are not to work alone unsupervised and that the Fieldman should have stayed and the Helper sent home. Company argued that this was no more than a "Flagman" assignment which is routine for Helpers. Union responded that such assignments are normally made when the rest of the crew is working and the Helper is the safeguard against traffic. Further, Union was not objecting to the duties performed but to the Helper being left alone.

Decision

The Committee is in agreement that this was an inappropriate assignment for the Helper. However, it is not intended to disturb existing work practices where Helpers are assigned to work with indirect supervision or alone for short durations.

The grievant shall be compensated at the appropriate overtime rate for the time between the end of his travel time home (if he was paid it) until the release of the Helper. The compensation shall be at his 1986 Fieldman rate since his upgrade to Equipment Operator was on a daily basis.

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



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

MAShort(222-1123):gn