

MEMORANDUM OF DISPOSITION
FACT FINDING NO. 4683-90-15
GRIEVANCE NO. SJ-STKN/76-16/89-133/26
PRE-REVIEW CASE NO. 1422

JUN - 6 1990
**CASE CLOSED
LOGGED AND FILED**

RECEIVED MAY - 9 1990

SUBJECT OF THE GRIEVANCE:

This case concerns the Company's utilization of Transmission Troublemens to perform transmission switching on pre-arranged overtime both before and after normal work hours.

FACTS OF THE CASE:

Transmission Troublemens were assigned, on two separate occasions, Transmission switching for both General Construction and contract crews. The switching was done prior to, during, and after the Transmission Troublemens' normal work hours. When not switching, the Transmission Troublemens were assigned the task of monitoring the crews.

DISCUSSION:

This case was reviewed by the Pre-Review Committee Screening Committee and has been sent back to the Fact Finding Committee for settlement.

The Screening Committee provided the Fact Finding Committee with additional insight towards the intent behind the Transmission Troublemens' job description, specifically note 5 of the description. The Screening Committee provided a definition of "work" as used in the last sentence of Item 5, as work that will be performed by the Transmission Troublemens or work in which the Transmission Troublemens will be involved. For purposes of this case, the Committee further defined "involved" as physical involvement as allowed in the job description.

The intent regarding switching after normal work hours is that it is prohibited under the Transmission Troublemens' job description.

SETTLEMENT:

The Committee agreed the switching performed on the two occasions was not in conjunction with patrolling or inspection, nor in conjunction with work they physically performed that day.

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The Committee agreed that on 9-5-89 Mr. Walker is due one hour and 15 minutes for his switching done in the a.m. at the time and one-half rate, this includes 15 minutes for the switching assignment and 30 minutes travel time both ways. In addition, Mr. Walker is due 1 hour and 15 minutes for switching done in the p.m. at the time and one-half rate, this includes 15 minutes for the switching assignment plus the half hour travel both ways.

The Committee also agreed that on 9-27-89 Mr. Clemons and Mr. Walker are due two hours for the switching done in the a.m. at the time and one-half rate plus and an hour travel time for the work done prior to their normal workhours and 1 hour and 15 minutes at the time and one-half rate for the switching done at the end of the workday, which includes 45 minutes for switching and 30 minutes for travel.

The total compensation due is:

Walker - 6 hours and 45 minutes
Clemons - 4 hours and 15 minutes

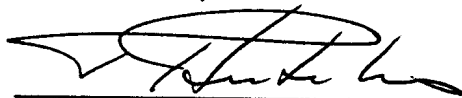
Both are to be paid at the time and one-half rate of pay.

Based on the above, this case is considered closed.



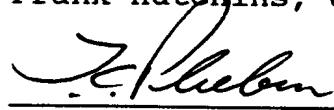
Bob Gibbs, Union Member

Concur/Dissent 3-13-90
Date



Frank Hutchins, Union Member

Concur/Dissent 3/27/90
Date



Tom Phebus, Company Member

Concur/Dissent 3-19-90
Date



Andrew Euser, Company Member

Concur/Dissent 3-15-90
Date

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

December 9, 1988

DOUG VEADER:

In response to your letter requesting clarification of the Transmission Troubleman/Cableman Letter Agreement R1-88-9-PGE, the following is our response:

The word "work" in the last sentence of Item 5 under the Notes on Transmission Troubleman Definition refers to work that will be performed by the Transmission Troubleman or work in which the Transmission Troubleman will be involved.



STORME SMITHERS
Transmission Troubleman
Ad Hoc Committee
For Company



DARREL MITCHELL
Transmission Troubleman
Ad Hoc Committee
For Union

MSS:sc

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

February 4, 1988

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Following the establishment of the Transmission Troublemán/Cableman classifications on the Region staffs in early 1986, it became apparent to the Company that the scope within which these positions were utilized would require expansion in order for them to be a fully cost-effective and efficient part of the Transmission and Substation Department. Furthermore, the nature of certain related grievances indicated that the intent of the Transmission Troublemán/Cableman Agreement (LA 85-136) was not, in all cases, clear to both parties and that this issue would require joint Company and Union discussion to resolve. Based on the foregoing, the Transmission Troublemán/Cableman Ad Hoc Committee was formed to resolve grievances related to LA 85-136 and to conduct negotiations on the expansion of that agreement.

As a result of recent discussions between the Transmission Troublemán/Cableman Ad Hoc Committee regarding the expansion of those classifications, pursuant to Section 204.4 of the Physical Agreement, the Company proposes the following to cancel and supercede Letter Agreement 85-136. In addition, the items listed below were also agreed upon:

- 1) The Company will hold a meeting of all Transmission Troublemén/Cablemen, following execution of this Letter Agreement, to discuss its implementation.
- 2) Arrangements for driving Company trucks to and from home and related call-out procedures may be agreed to locally.
- 3) The issues which were recently raised relative to the Company's Business Travel Insurance Plan will be addressed by the Health and Safety Committee rather than by this Ad Hoc Committee.

2535 TRANSMISSION TROUBLEMAN

An employee who patrols and inspects overhead transmission lines. This may include air, ground, and boat patrolling. Must have the craft qualifications of a Lineman and performs any line work in connection with maintenance, operation and construction of transmission lines. May be required to perform switching, line structure maintenance, minor repairs/replacement of hardware and reinsulation. Must possess a valid Class III California Driver's License. When qualified, may be required to operate a vehicle/boat and to operate associated equipment as assigned.

Notes on Transmission Troubleman Definition:

- 1) Must have adequate oral and written skills to communicate clearly with customers, property owners, and others.
- 2) Must be capable of performing transmission live line work.
- 3) Must be able to properly assess the urgency of a problem for correction.
- 4) May be required to travel and stay away from home.
- 5) Switching shall be limited to that normally performed by a Troubleman. Switching on overtime will be limited to emergency transmission switching done in conjunction with patrolling and inspection. This does not preclude switching which must be performed on prearranged overtime prior to the beginning of a workday in order to complete work during the workday.
- 6) Normally works alone, but when doing so shall not be required to perform duties beyond that of a Lineman and/or Troubleman.
- 7) The primary duties of this classification will be transmission work. May assist, be part of, or direct a crew doing transmission work, including washing of insulators, major emergency distribution work and distribution work that is directly related to transmission, i.e., underbuilds, etc.
- 8) Transmission Troublemans are day employees.

Next Lower Classification

1100 (1103) Lineman (Un.)

Same or Higher Classifications

0140 Cableman
0683 Night Cable Crew Foreman
0740 Electric Crew Foreman
0820 Cable Crew Foreman
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer
2290 Transmission Cableman
2535 Transmission Troubleman
2540 Troubleman

2290 TRANSMISSION CABLEMAN

An employee who patrols and inspects underground transmission lines. This may include all forms of underground patrolling. Must have the craft qualifications of a cable splicer and performs any underground line work in connection with maintenance, operation and construction of underground transmission lines. May be required to perform switching, line structure maintenance, minor repairs, replacement of hardware, and reinsulation. Must possess a valid Class III California Driver's License. When qualified, may be required to operate a vehicle/boat and to operate associated equipment as assigned.

Notes on Transmission Cableman Definition:

- 1) Must have adequate oral and written skills to communicate clearly with customers, property owners, and others.
- 2) Must be capable of performing transmission live line work. Performing live line work is only that work limited to inspection of energized lines.
- 3) Must be able to properly assess the urgency of a problem for correction.
- 4) May be required to travel and stay away from home.
- 5) Switching shall be limited to that normally performed by a Cableman.
- 6) May work alone, however, in all instances when working in confined spaces, manholes, etc., must work with a Helper or assistant.
- 7) The primary duties of this classification will be transmission work. May assist, be part of, or direct a crew doing transmission work.
- 8) Transmission Cablemen are day employees.

Next Lower Classification

Same or Higher Classifications

0683 Night Cable Crew Foreman	0140 Cableman
0820 Cable Crew Foreman	2290 Transmission Cableman
2280 (2286) Cable Splicer (Un.)	
2283 Night Cable Splicer	2535 Transmission Troubleman

The Transmission Troubleman and Transmission Cableman classifications will be placed in all the same lines of progression where Troubleman and Cableman appear.

February 4, 1988

Notes:

- A. Patrol personnel should normally be obtained from Lineman/Cable Splicer within the Division. If necessary, patrol personnel may be obtained from same classification within the Region or inter-regionally.
- B. Overtime assignments shall be based upon the provisions of Titles 208 and 212. No prearranged overtime will be performed as part of a crew with the exception of Transmission Troublemens performing hot washing. This does not preclude the Transmission Cableman from working with a Helper or a Groundman. For Title 212 purposes, the Transmission Troublemans will be used only when called for inspection or patrolling of transmission lines and associated switching and crew work that directly results from the patrolling or inspection.
- C. Workplace (location of work) will normally be any location within the Region, except as provided for in "A" above. The provisions of Title 201 shall apply when traveling from designated headquarters.

Upon 30 days' written notice, Company or Union may cancel this agreement. Should this agreement be cancelled, employees covered by it will be subject to demotion for lack of work and placed in accordance with the provisions of Title 206 of the Agreement.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bruff
Manager of Industrial Relations

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By Jack McHenry
Business Manager

Feb 25, 1988