



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

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

FEB 28 1992
CASE CLOSED
LOGGED AND FILED

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED FEB - 6 1992

North Valley Division Grievance No. SV-88-13-90-000-11
Fact Finding No. 4929-91-29
P-RC 1537

January 24, 1992

DOUG VEADER, Company Member
Fact Finder

KEN BALL, Union Member
Fact Finder

The above referenced grievance has been reviewed by the Pre-Review Committee and is being returned to the Fact Finding Committee for settlement.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

MAShort(223-1123):nj

OCT 27 1992

**CASE CLOSED
LOGGED AND FILE!**

NORTH VALLEY DIVISION GRIEVANCE NUMBER SV-88-13-90-000-11

FACT FINDING FILE NUMBER 4929-91-29

MEMORANDUM OF DISPOSITION

(PRC 1537)

RECEIVED SEP 30 1992

SUBJECT:

This case concerns whether or not the contract was violated when two Gas Department employees were utilized to butt-fuse 4-inch plastic pipe.

DISCUSSION:

The Fact Finding Committee consisting of Ken Ball (Senior Business Representative), Rich Hafner (Business Representative), Doug Veader (Senior Labor Relations Representative) and Jo Ann Pittman (Human Resources Representative), met and discussed the facts of the case as outlined in the Local Investigating Committee report.

In the Redding headquarters, a two-person gas crew was assigned to unload and butt-fuse 4-inch plastic pipe. The two-person crew unloaded the pipe, butt-fused the pipe, and then were joined some days later by a third crew member for completing the job, including placing the pipe in the trench. The Union grieved stating that note B-1 of the Gas Crew Foreman job description specifically precludes the "installation of any...plastic mains or services in excess of 2-inches...by a two-person crew". As such, the work performed by the two-person crew was in violation of the job description.

The Fact Finding Committee agreed that the language in the job description is very clear in regard to the installation of plastic mains or services in excess of 2-inches. The committee disagreed over the meaning of the word installation. The Union interpreted installation as all steps associated in the process of installing plastic mains (e.g., delivering materials, unloading materials, fusing the pipe, placing the pipe into the ditch, covering the ditch, etc.). The Company committee members argued that the limitation on the installation pertained to those steps in the process which would, in the words of note B, "create a hazard to life or property, or exceed the capability of manpower tools or equipment available". In this particular case the only step in the process that met the Company's definition was the placement of the fused pipe into the ditch. In the Company's opinion the butt-fusion could have been performed safely by the two-person unit.

After lengthy discussion, the Committee did agree that butt-fusion is part of "installation" and that the work should not have been performed by a two-man unit.

SETTLEMENT:

The Committee agreed that the contract was violated when 4-inch pipe was butt-fused by a two-person unit. The case is considered closed.

NORTH VALLEY DIVISION GRIEVANCE NUMBER SV-88-13-90-000-11
FACT FINDING FILE NUMBER 4929-91-29
MEMORANDUM OF DISPOSITION

<u><i>Ken Ball</i></u> KEN BALL, UNION MEMBER	Concur/ Dissent	<u>9-23-92</u> Date
<u><i>Richard W. Hafner</i></u> RICH HAFNER, UNION MEMBER	<u>Concur</u> / Dissent	<u>9-14-92</u> Date
<u><i>Jo Ann Pittman</i></u> JO ANN PITTMAN, COMPANY MEMBER	Concur/ Dissent	<u>9-15-92</u> Date
<u><i>Doug Veader</i></u> DOUG VEADER, COMPANY MEMBER	Concur/ Dissent	<u>8/10/92</u> Date