

601.1 -Assignmt of Appr Fitter to work for non-weldin Crew Frmn is permissib but limited.



REVIEW COMMITTEE

IBEW



NOV 12 1992

PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94105
(415) 973-1125

**CASE CLOSED
LOGGED AND FILED**

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

D.J. BERGMAN, CHAIRMAN

RECEIVED NOV - 6 1992

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Francisco Division Grievance No. GG-SF-42-02-90-67-42
P-RC 1571

SANDY COOPER, Company Member
San Francisco Division
Local Investigating Committee

ED CARUSO, Union Member
San Francisco Division
Local Investigating Committee

Subject of the Grievance:

This case concerns the assignment of Apprentice Fitters to a Gas Crew Foreman (Non-Welding) in the Gas T&D Department.

Facts of the Case:

San Francisco Division has had a historical practice of establishing crews consisting of Apprentice Fitters assigned to a Non-Welding Foreman.

The Fact Finding Committee referred this case to the Apprenticeship Committee for clarification of whether the assignment of an Apprentice Fitter to a Non-Welding Foreman is appropriate. The Apprenticeship Committee determined that the practice did not violate the Master Apprenticeship Agreement and referred the case back to the Fact Finding Committee, which has subsequently referred the case to the Pre-Review Committee for resolution.

Discussion:

The Pre-Review Committee reviewed the Apprentice Fitter Job Definition and the Guidelines for the Apprentice Fitter Training Program.

The Union opined that the Apprentice Fitter is a training classification which should receive direction from a Welding Foreman who is trained in all aspects of this apprentice position. Therefore, it is inappropriate for the Apprentice Fitter to be under the direction and supervision of a Non-Welding Foreman.

The Union also noted that the job definition states that an Apprentice Fitter "is engaged in performing Fitter's work as an assistant to or under the supervision of a Fitter or higher journeyman ..." The Union questions whether a Non-Welding Foreman is considered a "journeyman or equivalent classification" since it is not necessary to complete an apprenticeship program to be awarded a Gas Crew Foreman (Non-Welding) position.

Company opined that Section 11.A.9. of the Guidelines for the Apprentice Fitter Training Program allows an Apprentice to work without direct supervision as part of a crew after s/he has been instructed and trained on the duties or work procedures required.

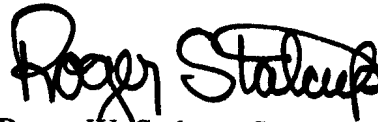
Decision:

The Pre-Review Committee determined that it is acceptable for an Apprentice Fitter to be assigned to a Gas Crew Foreman (Non-Welding) if the Apprentice is not required to perform welding. Such assignments will be kept to a minimum consistent with allowing the Apprentice to complete all phases of the apprenticeship program.

This grievance is closed based on the foregoing and such closure should be so noted by the Local Investigating Committee.



David J. Bergman, Chairman
Review Committee



Roger W. Stalcup, Secretary
Review Committee

Date 10-22-92

Date 10/22/92