

2.1 -Recognition: Co.
improperly removed
work from bargaining
unit.



REVIEW COMMITTEE

IBEW



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

FEB 22 1993
**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

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED FEB - 8 1993

January 21, 1993

Pre-Review Committee File Nos. 1575 and 1612
ENCON Grievance Nos. 3-2227-91-52 and 3-2308-92-14

KEN LEWIS, Chairman
ENCON
Joint Grievance Committee

BARRY HUMPHREY, Chairman
ENCON
Joint Grievance Committee

Grievance Issue:

The company reclassified various employees to exempt Technical Foreman while these employees continued to perform bargaining unit work.

Facts of the Case:

At various locations, the Company promoted employees on a temporary basis to Technical Foreman. These employees took a number of the bargaining unit duties with them and were given the added responsibilities of discipline, hiring, performance management and signing of time cards and invoices. In most cases, the position that the bargaining unit employee vacated was not filled.

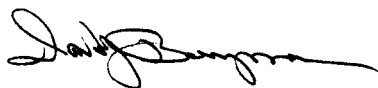
Discussion and Disposition:

The committee reviewed the list of employees in the Insulation and Coating section of Station Department as well as the facts in this case and agreed that the employees continued to perform bargaining unit work. It was clear that not all the work these employees performed was bargaining unit or exclusively unit work but the majority of the work they performed was no different from the work they performed as a Subforeman B.

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Discussion and Disposition: (cont'd)

The Company agrees to return those temporary upgraded Technical Foreman back to the bargaining unit. Those Subforeman B's who supervise Working Foreman C's should also received the pay adjustment provided in P-RC Case No. 1623. Those areas where the position was backfilled by a Subforeman B require no adjustment.



DAVID J. BERGMAN
Chairman
Review Committee



ROGER W. STALCUP
Secretary
Review Committee

JAM