

212.1(a) -Non-climb Linemn shud
be called out for EOT
if supv knows the work is
non-climbing work.



REVIEW COMMITTEE

IBEW



JAN 14 1993

**CASE CLOSED
LOGGED AND FILED**

RECEIVED JAN - 8 1993

PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94105
(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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Coast Division Grievance No. COA-91-13
Los Padres Division Grievance No. LOS-92-1
P-RC 1598

STEVE POTTER, Company Member
Coast Division
Local Investigating Committee

GARY HUGHES, Union Member
Coast Division
Local Investigating Committee

DAVE OLSON, Company Member
Los Padres Division
Local Investigating Committee

MIKE HAENTJENS, Union Member
Los Padres Division
Local Investigating Committee

Subject of the Grievance:

These cases concern the bypass of non-climbing Linemen for emergency overtime assignments.

Facts of the Case:

The Coast Division case involved a down wire on December 7, 1991. The on-call supervisor called an Electric Crew Foreman and three Linemen. The crew used a bucket truck to make repairs. No climbing was required on this assignment. The grievant was bypassed because he is a non-climbing Lineman. He is precluded from climbing poles, but can perform overhead work using a bucket truck.

The Los Padres Division case involved a burned jumper and also occurred on December 7, 1991. The on-call supervisor called an Electric Crew Foreman and two Linemen who made repairs through the use of a bucket truck. The grievant was bypassed because he is precluded from performing any overhead work, including bucket truck work, and is limited to performing ground work.

Discussion:

The Union contends that both grievants have made themselves available for emergency overtime and the Company is obligated to assign work which is within their restrictions. Both grievants can perform non-climbing work. The Coast Division Lineman can perform work from a bucket truck and the Los Padres Lineman can perform ground work or T&D Driver work.

The Union opines that supervision is obligated to determine whether there is emergency work which can be performed by the grievants on a case by case basis and assign the work accordingly.

Company agrees that the grievants should be called for emergency overtime when supervisors know that the emergency assignment will only require ground work or, in the Coast Division case, work which can be performed out of a bucket truck.

However, Company notes that in most emergency situations, supervisors do not know whether climbing is required or not, thereby requiring supervisors to restrict the call-out to Linemen who are able to perform pole work.

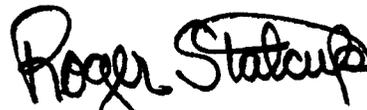
Decision:

The Pre-Review Committee determined that if the on-call supervisor knows that the work to be performed is non-climbing work, then it is appropriate to call out a non-climbing lineman as part of a crew. However, if the supervisor is unable to determine if the emergency work requires climbing, it is appropriate to bypass a non-climbing lineman.

This case is closed on the basis of the above and such closure should be noted by the Local Investigating Committee.



David J. Bergman, Chairman
Review Committee



Roger W. Stalcup, Secretary
Review Committee

Date 1-6-93

Date 12/10/92