

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.

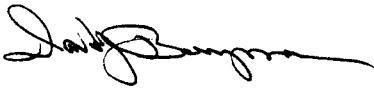
### Discussion and Disposition:

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.

Pre-Review Committee File Nos. 1575 and 1612  
ENCON Grievance No. 3-2227-91-52 and 3-2308-92-14  
January 21, 1992  
Page 2

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