



REVIEW COMMITTEE



IBEW

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PACIFIC GAS AND ELECTRIC COMPANY
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SAN FRANCISCO, CALIFORNIA 94177
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**CASE CLOSED
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

REVIEW COMMITTEE DECISION

- Central Coast Division Grievance No. CCH-94-22
- DeAnza Division Grievance No. DEA 94-1
- DeAnza Division Grievance No. DEA 94-3
- DeAnza Division Grievance No. DEA 94-5
- DeAnza Division Grievance No. DEA 94-6
- DeAnza Division Grievance No. DEA 94-7
- DeAnza Division Grievance No. DEA 94-9
- Diablo Division Grievance No. CON-94-8
- Diablo Division Grievance No. CON 94-36
- Diablo Division Grievance No. CON 94-37
- Diablo Division Grievance No. CON 94-38
- Diablo Division Grievance No. CON 94-39
- Diablo Division Grievance No. CON 94-40
- Diablo Division Grievance No. CON 94-52
- Diablo Division Grievance No. CON 94-53
- Diablo Division Grievance No. CON 94-54
- Diablo Division Grievance No. CON 94-55
- Diablo Division Grievance No. CON 94-56
- Diablo Division Grievance No. CON 94-57
- Diablo Division Grievance No. CON-94-99
- East Bay Division Grievance No. OAK -94-28
- East Bay Division Grievance No. OAK -94-29
- East Bay Division Grievance No. OAK -94-30
- East Bay Division Grievance No. OAK -94-31
- East Bay Division Grievance No. OAK -94-33
- East Bay Division Grievance No. OAK -94-34
- East Bay Division Grievance No. OAK -94-37
- East Bay Division Grievance No. OAK -94-38
- East Bay Division Grievance No. OAK -94-32
- Los Padres Division Grievance No. SLO -94-22
- Los Padres Division Grievance No. SLO -94-18
- Mission Division Grievance No. HAY-94-29
- Mission Division Grievance No. HAY-94-37
- Mission Division Grievance No. HAY-94-10
- Mission Division Grievance No. HAY-94-11

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Mission Division Grievance No. HAY-94-13
Mission Division Grievance No. HAY-94-14
Mission Division Grievance No. HAY-94-16
Mission Division Grievance No. HAY-94-18
Mission Division Grievance No. HAY-94-12
Mission Division Grievance No. HAY-94-36
Mission Division Grievance No. HAY-94-44
North Bay Division Grievance No. SNR-94-03
North Bay Division Grievance No. SNR-94-15
North Bay Division Grievance No. SNR-94-12
North Coast Division Grievance No. STR-94-16
North Coast Division Grievance No. STR-94-17
North Coast Division Grievance No. STR-94-40
North Valley Division Grievance No. CHI-94-17
North Valley Division Grievance No. CHI-94-19
North Valley Division Grievance No. CHI-94-21
North Valley Division Grievance No. CHI-94-33
North Valley Division Grievance No. CHI-94-34
North Valley Division Grievance No. CHI -94-18
North Valley Division Grievance No. CHI -94-20
Nuclear Power Division Grievance No. NPG-616-94-049
Nuclear Power Division Grievance No. NPG-618-94-051
Oakland Division Grievance No. OAK-94-35
Oakland Division Grievance No. OAK-94-36
Oakland Division Grievance No. OAK-94-37
Peninsula Division Grievance No. BEL-94-14
Peninsula Division Grievance No. BEL-94-15
Peninsula Division Grievance No. BEL-94-16
Peninsula Division Grievance No. BEL-94-17
Peninsula Division Grievance No. BEL-94-18
Peninsula Division Grievance No. BEL-94-19
Peninsula Division Grievance No. BEL-94-20
Peninsula Division Grievance No. BEL-94-22
Peninsula Division Grievance No. BEL-94-23
Peninsula Division Grievance No. BEL-94-24
Peninsula Division Grievance No. BEL-94-25
Peninsula Division Grievance No. BEL-94-26
Peninsula Division Grievance No. BEL-94-27
Peninsula Division Grievance No. BEL-94-31
Peninsula Division Grievance No. BEL-94-35
Peninsula Division Grievance No. BEL-94-50
Sacramento Division Grievance No. SAC-94-24(a)
Sacramento Division Grievance No. SAC-94-24
San Francisco Division Grievance No. SFO-94-13
San Francisco Division Grievance No. SFO-94-15
San Francisco Division Grievance No. SFO-94-18
San Francisco Division Grievance No. SFO-94-19
San Francisco Division Grievance No. SFO-94-27
San Francisco Division Grievance No. SFO-94-31
San Francisco Division Grievance No. SFO-94-34

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San Francisco Division Grievance No. SFO-94-39
San Francisco Division Grievance No. SFO-94-46
San Francisco Division Grievance No. SFO-94-29
San Francisco Division Grievance No. SFO-94-32
San Francisco Division Grievance No. SFO-94-35
San Francisco Division Grievance No. SFO-94-40
San Francisco Division Grievance No. SFO-94-41
San Francisco Division Grievance No. SFO-94-44
San Francisco Division Grievance No. SFO-94-51
San Joaquin Division Grievance No. FRO-94-14
San Joaquin Division Grievance No. FRO-94-33
San Jose Division Grievance No. SJO-94-6
San Jose Division Grievance No. SJO-94-20
San Luis Obispo Division Grievance No. SLO-94-5
San Luis Obispo Division Grievance No. SLO-94-8
San Luis Obispo Division Grievance No. SLO-94-21
Sierra Division Grievance No. AUB-94-13
Sierra Division Grievance No. AUB-94-14
Sierra Division Grievance No. AUB-94-15
Sierra Division Grievance No. AUB-94-16
Sierra Division Grievance No. AUB-94-19
Sierra Division Grievance No. AUB-94-22
Sierra Division Grievance No. AUB-94-23
Sierra Division Grievance No. AUB-94-24
Sierra Division Grievance No. AUB-94-29
Sierra Division Grievance No. AUB-94-41
Sierra Division Grievance No. AUB-94-48
Sierra Division Grievance No. AUB -94-30
Sierra Division Grievance No. AUB-94-45
Stockton Division Grievance No. STKN-94-2
Yosemite Division Grievance No. MER-94-10
Yosemite Division Grievance No. MER-94-12
Yosemite Division Grievance No. MER-94-13
Yosemite Division Grievance No. MER-94-14
Corporate Services Grievance No. VPC-94-7

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The above referenced grievances were referred to a Title 206/19 subcommittee for resolution. All the grievances concern disputes arising out of the Company's application of Title 206/19. The grievance issues fall into two general categories. The first involves the "compression" of displacement options. The second involves the affect a systemwide displacement has on employees' ability to be placed in a demotion area option (206.6 (a)) when more junior demotion unit (206.6(b)) or system options (206.6(c)) are available.

In Arbitration Case No. 201, it was determined that the method in which the Company administered Title 206 did not constitute a violation of the Labor Agreement. In light of that conclusion, the subcommittee examined the 206/19 assignments of the grievants in the above referenced grievances to determine if the specific assignments were appropriate. The Committee reached the following settlements:

Review Committee Files No. 1763, 1764, and 1765

P-RC 1815, P-RC 1816, P-RC 1819, P-RC 1970, P-RC 1763, P-RC 1796, P-RC 1803, P-RC 1804, P-RC 1805 and P-RC 1806 (FRO-93-31, FRO-93-30, BAK-94-3, CON-94-10, CHI-93-11, SAC-94-40, SAC-94-32, SAC-94-33, SAC-94-41 and SAC-94-42)

The situation which gave rise to these grievances involve contracting sand and gravel delivery to various job sites. According to the facts of each case, the Company established a contract for the delivery which was separate from the purchase of the sand and gravel. In light of Review

Committee Case No. 1755 and 1756, the Committee agreed that this contracting was in violation of the Agreement.

P-RC 1972 (CON-93-4)

This grievance concerns the use of contractors to sawcut concrete for trenching and excavation purposes. The Committee noted that the Fieldperson's job definition includes "use of concrete saws". Therefore the Committee agreed that this is work normally performed by the Gas T&D Department employees. The company reserves the right to put forth the argument in future cases that the company is not obligated to purchase specialized equipment.

P-RC 1700, P-RC 1710, P-RC 1750 and P-RC 1754 (FRO-93-8, GG-PD-93-8, CCH-94-4 and MER-93-10)

The issue in these cases involve the reduction in the number of employees in the Gas T&D Department at these headquarters while contracting was occurring in the same department at other headquarters in the system.

P-RC 1611, P-RC 1610, P-RC 1660, P-RC 1574, P-RC 1631, P-RC 1599, P-RC 1672, P-RC 1673, P-RC 1661, P-RC 1703, P-RC 1711, P-RC 1725, P-RC 1726, P-RC 1736, P-RC 1743, P-RC 1749 and P-RC 1755 (COA-91-9, COV-52-18-91-13, COV-52-92-14, FRO-91-33, HUM-91-3, MIS-91-33, GG-PD-93-04, GG-PD-93-05, STKN-92-18, YOS-93-15, GG-PD-93-7, SJO-92-29, SJO-92-27, STKN-93-15, FRO-93-26, CCH-94-3 and MER-93-11)

The issue in these cases involve the reduction in the number of employees in the Electric T&D Department at these headquarters while contracting was occurring in the same department at other headquarters in the system.

It is clear from the Electric T&D and Gas T&D cases described above, that the company contracted out work that is normally performed by those department employees. The remaining question then concerns whether the company had met it's obligation outlined in Subsection 207.2(b), by maintaining the total size of the bargaining unit in these two departments. As evidenced by the number of grievances which originated from headquarters where the headcount in the affected departments was below the established floor number, the company had not met that obligation. Therefore the Agreement has been violated in all of these cases. However, during the discussion which led to Letter Agreement 95-54, the parties agreed that these cases would be settled without adjustment.

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On this basis, this case is considered closed.

Any questions regarding the above cases should be directed to this committee.

Doug Veeder 1/10/95
Doug Veeder Date
Company Member

Ken Ball 1-10-96
Ken Ball Date
Union Member

Bruce A. Tison 1/10/96
Bruce Tison Date
Company Member

Sam Tamimi 1/10/96
Sam Tamimi Date
Union Member