



REVIEW COMMITTEE



IBEW

PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

MARGARET A. SHORT, CHAIRMAN

CASE CLOSED
FILED & LOGGED

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Sierra Division Grievance NO. AUB-96-24
Fact Finding No. 6491-97-22
Pre-Review Committee No. 2129

BETSY GRIFFITH
Company Member
Local Investigating Committee

PHIL CARTER
Union Member
Local Investigating Committee

Subject

This grievance concerns whether the Labor Agreement was violated when an Electrical Technician Crew Leader was utilized to lead a crew performing an annual maintenance job at Spalding Powerhouse.

Discussion

In the fall of 1996, the Company utilized an Electrical Technician Crew Leader (ETCL) to lead a crew performing a two week annual maintenance job at Spalding Powerhouse. The work consisted of cleaning insulators, maintenance on line breakers, trip checks of control protection circuits, and cleaning, inspecting, and repairing of electrical equipment.

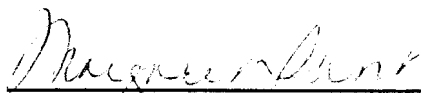
The Union grieved, stating that the ETCL was performing work outside his job definition. The Union believed that an Electric Maintenance Crew Leader (EMCL) should have lead the crew. In the past, the annual maintenance jobs had been lead by an EMCL.

The Company argued that according to the job definition, the ETCL is in charge of a crew "... (which may consist of Electrician, Apprentice Electrician, Apprentice Electrical Technician, Maintenance Utility Worker) engaged in electrical construction modification or testing work". The work performed on the job was all within the scope of these classifications. The Union's belief is that the work which an ETCL may lead is limited to that in the job definition.

Decision

The Pre-Review Committee learned that there were unique circumstances that led to the filing of the grievance, and that these circumstances no longer exist. At the time of the grievance, the Company had reorganized in that work location, such that the Electrical Technicians and other Electrical Maintenance employees reported to the same supervision. Prior to this time, both groups reported to separate supervision. Since the filing of the grievance, the Company has reorganized back to the original separation of these groups and does not anticipate utilizing Electrical Technicians to lead maintenance crews on annual maintenance jobs.


Based on the above, the Committee agrees the issue is moot and agrees to close this grievance with a non-prejudicial equity settlement. The senior qualified prebidder to EMCL, at the headquarters, will receive 1/2 of the difference between his base rate and the EMCL rate for the time of two week assignment.



Margaret A. Short, Chairman
Review Committee

6/23/98

Date



Roger W. Stalcup, Secretary
Review Committee

6/23/98

Date