

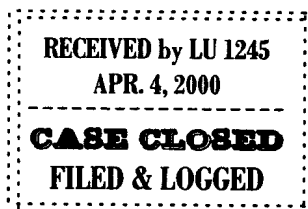


REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(925) 933-6060
BOB CHOATE, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

General Construction Case No. SJO-98-32
Fact Finding No. 6941-99-099
Pre-Review Committee No. 2230

Paula Jean
Company Member
Local Investigating Committee

Mike Haentjens
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns utilizing a Working Foreman C to inspect Option II new business service runs.

Facts of the Case

This work involves trenching, the laying of, and the tying-in of underground facilities. This work may be done by outside contractors and inspected by qualified Company bargaining unit employees. The grievant testified that he had been performing inspections for about one year prior to the filing of the grievance.

The Distribution Supervisor testified that the qualifications required to inspect the work are knowledge of gas main service requirements, grade stakes, and an ability to read blueprints. The grievant is qualified in all these areas.

The record indicates that various Title 200 and Title 300 classifications have been used to inspect Option II work. An exhibit in the file, Letter Agreement R2-95-54 states:

"Inspection of new business work will be done by the bargaining unit."

The correction requested is that the grievant be upgraded to Working Foreman B when performing inspections.

Discussion

The PRC noted that the letter agreement is not specific as to which bargaining unit classification is appropriate for the work. This is an indication that it is a duty which may be shared among several classifications in either the gas or electric department depending on the facilities involved. Further, the parties have also negotiated the Underground Journeyman and Underground Foreman classifications which get training in both gas and electric facilities and also in inspections.

The PRC also noted that the Working Foreman rate of pay is determined by the craft skill at which the Foreman works and by the make-up of the crew supervised. Exhibit X, the wage schedule of the Physical Agreement states:

"The craft at which the Foreman, himself, is working while supervising the crew is to be included in determining his proper grade of Working Foreman. The step in which a new Working Foreman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists,"

Decision

The PRC agrees to close this case without adjustment with the understanding that the inspection of New Business work is appropriate for a journeyman or higher that possesses the training, knowledge, skills, and ability to perform this duty consistent with their job description.

Margaret A. Short
Margaret A. Short, Chairman
Review Committee

3/29/00
Date

Bob Choate
Bob Choate, Secretary
Review Committee

3/29/00
Date