

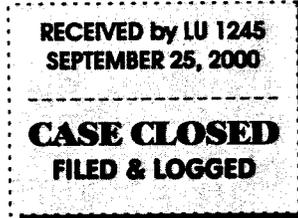


## REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
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(925) 974-4282



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

### Pre-Review Committee No. 11247

Jeff Neeley  
Company Member  
Local Investigating Committee

Mike Grill  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case alleges a Title 212 bypass for emergency duty. Company called-out a Fieldperson; Union alleges a Fitter should have been called.

#### Facts of the Case

On Saturday, January 8, 2000 an emergency crew was needed to respond to a Grade One gas leak caused when a section of a building fell on and damaged a meter manifold. The on-call supervisor called the first Crew Leader signed on the weekly list who agreed to work. The supervisor then called two Fitters signed on the list, both declined. The supervisor, at this point decided to begin calling those signed-up in the Fieldman classification since the work to be performed was excavating and squeezing off the gas line, work that is common to Fieldman and Fitter. The first Fieldman called, declined; the second Fieldman called, worked. Finally, the supervisor called an Equipment Operator to complete the crew. The supervisor did call the employees by classification in order from the weekly sign-up list.

#### Discussion

Union opined that once the on-call supervisor begins making calls for a specific classification, the weekly sign-up list for that classification must be exhausted before calls can be made to another classification, even if the work is common to both classifications. To do otherwise discriminates against others in the same classification who made a commitment to be available to work when called.

Company opined that Sections 212.1(b) and 212.11(c) address utilizing the employee in the appropriate classification but do not prescribe one classification over another when there is not dispute that the work to be performed is common to more than one classification. It is certainly not uncommon to work employees down, assign work lower in their line of progression. However, all things being equal, it is a better business decision to assign the work to the lowest paid classification appropriate for the work.

The PRC once again takes the opportunity to encourage employees to sign-up for overtime, making the commitment to be available, and to encourage supervisors to call from the sign-up list those who have made such a commitment. Further, the PRC advises that on call supervisors need to properly evaluate the needs of the overtime assignment prior to calling employees for work.

Decision

The PRC is in agreement that in this case a contractual violation did not occur. This case is closed without adjustment.

*Margaret Short*

Margaret A. Short, Chairman  
Review Committee

*9/6/00*

Date

*Bob Choate*

Bob Choate, Secretary  
Review Committee

*9/6/00*

Date