



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4282

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

RECEIVED by LU 1245
OCTOBER 3, 2000

**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
(925) 933-6060
BOB CHOATE, SECRETARY

Hydro Grievance No. SAH-98-05
Pre-Review Committee No. 11710

Dawn Schmidt
Company Member
Local Investigating Committee

Ed Dwyer
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance concerns work jurisdiction, specifically that two Electrical Machinists were assigned work Union believes to be work of the Electrician classification. Both classifications are covered by the Physical Agreement.

Facts of the Case

On Friday, May 1, 1998 an Electrician was called out on emergency overtime to repair a radial gate damaged in rock slide in late April. This same Electrician had been scheduled earlier in the week for a priority assignment at San Joaquin 2&3, it is assumed for the following week, but the Joint Statement of Facts is not clear.

On Sunday, May 3 the supervisor received a call that the gate was still not operating. He called two Electrical Machinists at home to assign them to work at Kern Powerhouse that coming week to repair the gate. They made a general assessment of the damage from the rock slide which required taking measurements; pulled out and replaced burned wires; ran a temporary circuit to the trash conveyer belt to make it operable; examined the valves at the powerhouse and took measurements; pulled out the river pump. There was no overtime worked.

The Joint Statement of Facts does not indicate how long the Electrician worked on the gate or whether he left it in working condition. The report also does not indicate whether these work locations are normal service points for the involved employees.

This case was held for about a year at the LIC pending discussion at a subcommittee of the Hydro 94-53 committee established to make a recommendation on appropriate duties for Electrical Machinists. The subcommittee was unable to reach a mutually acceptable recommendation . In June 1999 the case was referred to Fact Finding where it was held for another 11 months. It has been on the PRC agenda for four months.

Discussion

At Fact Finding Union argued that all of the above work is inappropriate for the Electrical Machinists because their job definition states: "Performs duties of an Electrician with moderate skill", and that the work entailed more than "moderate skill".

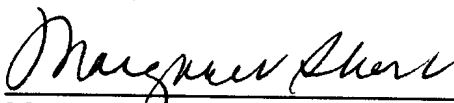
Company noted that the definition goes on to state: "Is engaged in repairing, installing and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams and related facilities." At least to Company's PRC member, repairing a gate operated by electricity at a powerhouse certainly sounds like it falls within the definition of an Electrical Machinist. Further, it appears that two people were needed to do the work properly. Because the LIC report does not say, it is unclear whether the supervisor had the option of using another Electrician or if the one who did the work on Friday really didn't want the Assignment at San Joaquin.

Due to the age of this grievance and the parties inability to agree through a joint committee, it appears that the remaining issue for the PRC to determine is to resolve the grievance as filed.

Decision

The PRC believes that based on the facts presented of this case, the repair of the gate was a shared duty, that may be performed by Electricians and Electrical Machinists. The PRC notes the correction asked for is to make the grievant whole for any lost wages or benefits. There was no such harm in this case. This case is closed without adjustment and without prejudice to the position of either party.

This case is considered closed.



Margaret A. Short, Chairman
Review Committee

9/29/00

Date



Bob Choate, Secretary
Review Committee

9/29/00

Date