



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
(530) 246-6430

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

ROBIN WIX, CHAIRMAN
☐ DECISION
☐ LETTER DECISION
☐ PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Pre-Review Committee Number 22754 Gas Operations – Gas T&D – San Francisco

Kelda Davies
Company Member
Local Investigating Committee

Landis Martila
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the assignment of specific tasks to San Francisco Apprentice M&C Mechanics and whether or not the assignment of such work would require an upgrade of the employees to a Journeyman wage rate while performing the work.

Facts of the Case

During 2014, the Gas Department assigned the Apprentice M&C Mechanics several tasks relating to Regulator Maintenance and Monitor Testing. The two Apprentices were qualified on the tasks assigned and expressed that they were comfortable performing these duties in the field alone.

Prior to the filing of the grievance, the grievants were paid at the journeyman wage rate when they performed these tasks. When the supervisor was made aware that Apprentices could perform duties for which they are qualified without being upgraded, he discontinued paying the grievants at the journeyman rate.

Discussion

The Union argued that the Company has upgraded Apprentices in the past when using them to perform journeyman level work in the absence of having an available journeyman to perform the work. The Union further argued that Apprentices should perform work tasks for which they are qualified in order to enhance their training and not to circumvent using journeymen to perform the work.

The Company argued that there is no contractual requirement to upgrade Apprentices to a journeyman wage rate. The Company further argued that having Apprentices perform work for which they are qualified provides for further development and experience for the Apprentice.

The Committee reviewed the Master Apprenticeship Agreement (MAA) and letters provided by the Joint Apprenticeship Training Committee (JATC) in regards to this matter. As supported by the MAA and the JATC, Apprentices can work alone without supervision to perform work for which they are qualified. The Committee further recognized that the assignments shall be for the purpose of “developing and demonstrating proficiency”. Apprentices should not be used in such a manner as to interfere with their training.

Decision

The Committee agreed that Apprentices can perform work tasks for which they are qualified without upgrade to the journeyman wage rate. The Committee further agreed that Management has an obligation to ensure that such work assignments do not interfere with the training progression of the Apprentices. This case is closed without adjustment.

s/Robin Wix 9/16/2015
Robin Wix, Chairman Date
Review Committee

s/Kit Stice 9/16/2015
Kit Stice, Secretary Date
Review Committee