



REVIEW COMMITTEE

IBEW



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INTERNATIONAL BROTHERHOOD OF
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CLAIRE IANDOLI, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Pre- Review Committee Number 23625 (Gas T&D) – (Support Services) – (Sacramento)

Jeff Neeley
Company Member
Local Investigating Committee

Lloyd Cargo
Union Member
Local Investigating Committee

Subject of the Grievance

This case involves the denial of 2 hours of upgrade pay for two Operating Clerks who provided training to their new co-worker who had just joined their work group.

Facts of the Case

Two Grievants provided training to a new Operating Clerk who joined their work group in February 2016. The Grievants sought 2 hours upgrade pay (in the Senior Operating Clerk I-II classification) for providing training to the new Clerk.

According to a Management communication in August 2015, "...a huge milestone has been achieved for the Joint Clerical Review & Process Improvement Sub-Committee and the Gas Support Serves Organization...for our lead Clerk position! ...the Sr. Operating Clerk I-II position and expectations [include]: train clerical in your designated division as needed and provide and/or conduct cross training opportunities for optimal back-up support."

Section 13.4 of the Clerical Agreement provides in pertinent part, "When an employee is temporarily assigned to work in a classification higher than his/her regular classification for two hours or more, such employee shall be paid at the wage rate of the higher classification. Such employee shall be paid for the time worked in the higher classification at...the first step of the wage progression of such classification higher than his/her present wage rate..."

Discussion

It is undisputed that Grievants provided the training and requested upgrade pay for two hours of straight time on their timecards, which was rejected by their Supervisor.

The Company argued the Management memo cited above was not a holistic list of tasks that Operating Clerks can perform, rather it was written to demonstrate 80% of tasks that are most critical...with the understanding that 20% of the time there will be other duties performed (including training.)

The Union argued the Grievants' provided the training at Management's direction and since training is in scope for the Sr. Operating Clerk I-II as listed in the Management memo, they should receive the upgrade.

Decision

While there are no specifically negotiated duties of an Operating Clerk, the Management memo specifically included "Sr. Operating Clerk I-II position and expectations include train[ing] clerical in your designated division as needed and provide and/or conduct cross training opportunities for optimal back-up support." It appears the Grievants provided the two hours of requested training on straight time and are entitled to the difference between the wage they received and the first step of the wage progression of a Sr. Operating Clerk I-II classification which was higher than their (February 2016) wage rate.

This case is closed on a non-precedential basis.

Claire Ieri 4/19/18
Claire Iandoli, Chairperson Date
Review Committee

Kit Stice 4/19/18
Kit Stice, Secretary Date
Review Committee