



REVIEW COMMITTEE

IBEW



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INTERNATIONAL BROTHERHOOD OF
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CLAIRE IANDOLI, CHAIRPERSON

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Pre-Review Committee Number 23949 Nuclear Power Generation–Electrical Maintenance– DCPP

Alison Plemons
Company Member
Local Investigating Committee

Pat Duffy
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns whether work performed by contractors on the Spent Fuel Pool (SFP) crane project at Diablo Canyon Power Plant (DCPP) is considered work normally performed by IBEW.

Facts of the Case

There are multiple cranes on site at DCPD and many of them have been upgraded and modified over the years.

Company agrees that specific tasks, such as installation and maintenance on SFP cranes, have been performed by IBEW employees previously but the work was done in a piece meal fashion. The issue in this case was the project scope and the degree of modification being performed was greater than work normally performed by IBEW in the past (including new technology and different components).

Exhibit XVI provides in pertinent part, "Prior to contracting out work normally performed by the bargaining unit Company shall perform such work by the use of optimum use of voluntary overtime if at all possible. This shall be defined as being able to accomplish the work with the utilization of bargaining unit employees on a straight time basis if the work can be accomplished in a reasonable time frame."

The parties agree that bargaining unit employees worked over 100,000 hours on non-project work while the SFP crane upgrade project was in progress while contractors worked approximately 7,000 hours specifically on the SFP crane project.

Since this case arose, DCPD has announced it will not seek re-licensing of the Plant and few, if any, crane upgrade/modification projects will be implemented.

Discussion

The Union argued if the Company had filed an intent to contract out the work and acknowledged this as work normally performed, there would be no grievance.


The Company argued this scope of work has historically been contracted out, with some of the work jointly performed by both bargaining unit employees and contractors over the years. There was no harm or intent to reduce the bargaining unit by contracting out this project.

Decision

After much discussion, the Pre-Review Committee agrees specific tasks, such as installation and maintenance on SFP cranes, has been work normally performed by IBEW bargaining unit employees. Going forward, the Company agrees to record the hours for installation and maintenance on SFP cranes for Exhibit XVI purposes. Based on the above, this grievance is settled and closed.

Claire landoli, 8/21/18

Claire landoli, Chairperson Date
Review Committee



08/21/2018

Kit Stice, Secretary Date
Review Committee