



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Pre-Review Committee No. 25507 General Services – Garage – Selma

Juan Castillo
Company Member
Local Investigating Committee

Jim Brager
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the job duties assigned the Selma Garage Subforeman. Specifically, whether or not closing work orders from other headquarters is outside of the agreed to job description.

Facts of the Case

The Grievant has worked as a Garage Subforeman at the Selma headquarters since August 2018. Since that time, he has closed the work orders completed by Equipment Mechanics from the Helms and Auberry headquarters in addition to those at Selma. This work may involve returning the order to the Mechanics at those locations if there is an error or if the document is not signed.

Letter Agreement No. R3-13-34 provides the agreed to job description for a Garage Subforeman as follows:

An employee who is a working foreman. May be in charge of a garage or a shift where three or more employees, including him/herself, are employed, and where such employees are engaged in tool, equipment and automotive maintenance and repair; or may be designated to act as an assistant to a foreman in charge of a garage. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Equipment Mechanic and be familiar with Company's safety standards, accounting procedures and other rules and regulations

Discussion

The Committee noted that the job description contained in LA R3-13-34 references a specific garage or shift when the Subforeman "May be in charge of a garage...." This is the only reference to the specific headquarters.

A review of work orders from any location is not mentioned specifically but applicable to other portions of the LA 13-34 description including the expectation that the Subforeman act as an assistant to the foreman in charge and be familiar with Company standards and procedures.


Further, the Committee noted that the task of making minor corrections on forms, in this case, is not considered as directing the work of another employee.

Decision

The Committee agreed to settle this case without adjustment as the review and closure of work orders in this case is de minimis and is within the agreed to job description in Letter Agreement No. 13-34.


This case is to be considered closed based on the above.

For the Company:

 8/27/2021

Kathy Ledbetter, Chairperson Date
Review Committee

For the Union:

 8/27/2021

Lloyd Cargo, Secretary Date
Review Committee