

## REVIEW COMMITTEE DECISION

Review Committee File Numbers 238 and 239  
San Joaquin Division Grievances Numbers 151 and 152

### Subject of Grievances

Although the grievances occurred at different locations in the San Joaquin Division, essentially they present the same facts for consideration. In the first grievance, the facts note that a Warehouseman in Wasco was assigned the work of servicing the Line Department vehicles with gas, oil and water between the hours of 7:00 a.m. and 8:00 a.m. on his regularly scheduled work day. Following the assignment of this work, which had previously been performed by the Clerk-Driver, the employee filed a grievance requesting that the Division re-assign this work to the Clerk-Driver. The Division declined, however, contending that, as this work can be performed by a lesser classification, a Garageman, the Warehouseman was not working out of classification.

The second grievance was submitted by a Warehouse Helper employed at Bakersfield. The Helper was assigned the task of watering and icing trucks used by the Line Department. Further, the employee's regular work hours, 8:00 a.m. to 4:30 p.m., had been changed to 6:00 a.m. to 2:30 p.m. to allow the employee sufficient time to perform the work required before the crews reported to work. The employee submitted a grievance requesting that Company desist from assigning him such work. The Division, however, stated that work of this nature required no supervision and, as the Helper in the regular course of his duties loads and unloads material, his being assigned work of this nature did not require that he work out of his classification.

### Statement and Decision

The job definition of the Warehouseman provides that such employee performs duties relating to ordering, receiving, disbursing and salvaging of materials. The job definition also provides that the Warehouseman is an employee who is qualified to perform such duties without direct supervision. Additionally, Section 202.15 of the Agreement provides that Company may establish hours of work other than as provided in Section 202.4 for employees assigned to work which cannot conveniently or practicably be performed at times established by said Section. The exception applies to a Warehouseman. The work performed by the Warehouseman, having the trucks and equipment ready for the line crews when they reported to work, was of a nature anticipated by the Section. In view of the foregoing, as the Warehouseman may be assigned work which cannot conveniently or practicably be

R. C. File Numbers 238 and 239

performed during regular work hours and as he is responsible for the disbursing of material, the assignment of this employee to work involving servicing the line vehicles was not in violation of his defined job duties.

The job description of a Warehouse Helper provides that he is an employee who assists other warehouse employees in the performance of their duties. The facts noted in this grievance are that the employee was assigned to work involving servicing of vehicles in the absence of supervision or other warehouse employees. The assignment of such work during these hours goes beyond the defined duties of a Warehouse Helper, and properly falls within the definition of Warehouseman. Temporary upgrading from Helper to Warehouseman for such work is permissible only for the hours an absent employee is relieved, or, if additional employees, over and above regularly assigned employees, are required to perform such work. A retroactive pay adjustment should be made in this case only for the time worked by the Helper between 6:00 a.m. and 8:00 a.m.

FOR UNION:

Kenneth Stevenson  
W. M. Fleming  
L. L. Mitchell

By L. L. Mitchell

Date Feb 13, 1962

FOR COMPANY:

E. F. Sibley  
C. L. Yager  
V. J. Thompson

By V. J. Thompson

Date January 30, 1962

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street  
San Francisco 6

April 10, 1961

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
1918 Grove Street  
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

As agreed during recent discussions on the Job Definitions and Lines of Progression for the Division Warehouse Departments, Company proposes to amend such Job Definitions and Lines of Progression as shown on the attached Exhibit VI-J.

If you are in accord with the foregoing and the attached, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ V. J. Thompson  
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS,  
AFL-CIO

April 12, 1961

By /s/ Ronald T. Weakley  
Business Manager

oeiu-29  
afl-cio  
41261-jm

JOB DEFINITIONS AND LINES OF PROGRESSION  
FOR THE DIVISION WAREHOUSE DEPARTMENTS, INCLUDING  
THE DEPARTMENT OF PIPE LINE OPERATIONS, AND THE  
DAVIS WAREHOUSE OF THE GENERAL CONSTRUCTION DEPARTMENT

SENIOR STOREKEEPER

An employee who is in charge of a warehouse where three or four men including himself are employed, interprets and administers Purchasing and Stores Department procedure, and both supervises and performs work relating to the ordering, receiving, disbursing and salvaging of materials. He shall have the personal qualifications of leadership and supervisory ability and be familiar with Company's warehouse procedures accounting procedures and other applicable rules and procedures.

STOREKEEPER

An employee who is in charge of a warehouse where one or two men including himself are employed, interprets and administers Purchasing and Stores Department procedure, and both directs and performs work relating to the ordering, receiving, disbursing and salvaging of material. He shall be familiar with Company's warehouse procedures, accounting procedures, other applicable rules and procedures, and be able to type with moderate skill.

SENIOR WAREHOUSEMAN

An employee in a warehouse who, subordinate to a warehouse supervisory employee not in the bargaining unit, is qualified to perform without direct supervision, and who both supervises and performs work relating to ordering, receiving, disbursing, and salvaging of materials; or who is engaged in operating a warehouse facility which is physically removed from the local warehouse but is within the same city or town. He shall be able to type with moderate skill.

WAREHOUSE ATTENDANT

An employee who handles all the work and duties relating to the operation of a warehouse where it is necessary regularly to assign other nonwarehouse duties to him in order to utilize his full working time. When not engaged in warehouse duties he may be assigned other routine physical or clerical duties around the Service Center. He shall be able to type with moderate skill.

WAREHOUSEMAN

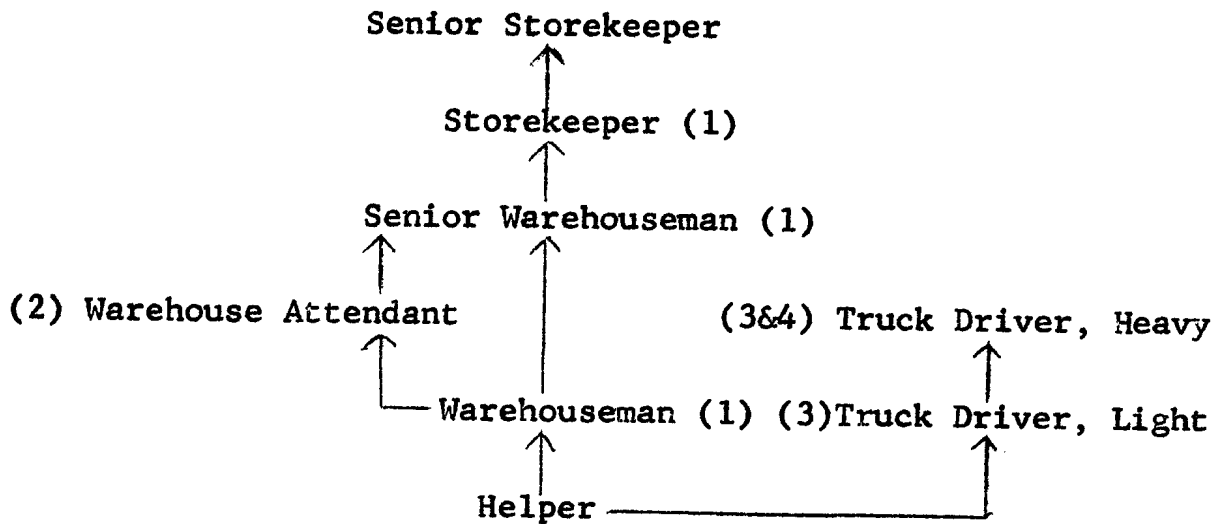
An employee who is qualified to perform without direct supervision and who performs subordinate to the employee in charge, duties relating to the ordering, receiving, disbursing and salvaging of materials including the operation of material handling equipment. He may be required to type with moderate skill.

HELPER

An employee who assists other warehouse employees in the performance of their duties and in addition does such work as crating and uncrating materials, breaking down salvage, handling tools and materials and learning the paper work performed in a warehouse.

TRUCK DRIVER (LIGHT OR HEAVY)

An employee who drives a truck transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists warehouse employees in the performance of their work and may be required to operate material handling equipment.



- (1) If no bid is submitted on a vacancy in the Storekeeper classification by an employee in the Senior Warehouseman, Storekeeper or Senior Storekeeper classifications on Company's system, Warehouseman shall be considered as the next lower classification to Storekeeper.
- (2) Warehouse Attendants shall accrue classification seniority in the Warehouseman classification for bidding to vacancies in other classifications in this line of progression.
- (3) As of September 15, 1958, Truck Drivers will accrue classification seniority as Helpers for bidding to Warehouseman.
- (4) If there are no Truck Driver, Light classifications in the Warehouse Department in the Division, Warehouse Helper shall be considered as the next lower classification to Truck Driver, Heavy.

C O P Y

II-A-1(m)

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street  
San Francisco 6

April 6, 1961

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
1918 Grove Street  
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Enclosed is a Letter Agreement modifying Exhibit VI-J, "Job Definitions and Lines of Progression for the Division Warehouse Departments, including the Department of Pipe Line Operations and the Davis Warehouse of the General Construction Department".

The items revised are the Senior Warehouseman definition and the Lines of Progression.

The footnotes to the Lines of Progression which were formerly numbered 1, 2 and 3 have been renumbered 2, 3 and 4 respectively. The new footnote No. 2 has been modified to provide that a Warehouse Attendant may bid as a Warehouseman to any warehouse classification except that of Warehouse Attendant. The new footnote number 3 has been modified by substituting September 15, 1958 (the effective date of the original Exhibit VI-J) for the words "the effective date of this Supplementary Agreement". This change was necessitated by the change of the effective date shown on the Exhibit.

We are generally in agreement with the clarification outlined in your letter of March 23, 1961. However, we would like to point out with respect to paragraphs (c) and (d) under night loading that when either a Warehouseman or Senior Warehouseman who is regularly assigned to night loading is absent he may be replaced by an employee who is temporarily upgraded only for the hours in which he relieves the absent employee, or that if an additional employee is required over and above the regularly assigned employees, an upgrade during the hours of the night loading may result.

April 6, 1961

With respect to classifications of employees operating a "section" of a substore, we have withdrawn our proposal to modify the job definition of Warehouseman. However, it is still our position that in the majority of cases an employee who performs a function within a warehouse and who does not direct the work of another employee may be appropriately classified as a Warehouseman even though he may report directly to the exempt warehouse employee in charge of the substore. We agree that situations of this sort which may arise should be investigated on an individual basis and such facts as the degree of responsibility exercised by such an employee, the degree of supervision provided to him and the scope and nature of his work should have a bearing on the decision reached as to the appropriate classification.

Yours very truly,

/s/ V. J. Thompson

V. J. THOMPSON  
Manager of Industrial Relations

oeiu-29  
afl-cio  
41361-jm

March 23, 1961

Pacific Gas & Electric Company  
245 Market Street  
San Francisco 6, California

Attention Mr. R. J. Tilson, Manager of Industrial Relations

Gentlemen:

We have reviewed your letter of February 15, 1961, together with the previous correspondence of April 4, 1960 and November 29, 1960, regarding the various questions on the job definition of Warehouseman and Senior Warehouseman.

In trying to resolve the differences of opinion we have, as you have noted, held many discussions to clear up this matter. We would like to summarize what we believe to be the general understandings arrived at which may not be clearly shown by the changes in the Senior Warehouseman definition.

The three major problems appeared as you stated in your letter of November 29, 1960.

1. The classifications of employees involved in night loading.
2. The classifications of employees assigned to branch substores.
3. The classifications of employees operating a section of a substore.

1. Night Loading

- a. The deviations from normal hours shall be limited to work which cannot be performed during the regular hours, as provided in Section 202.15; namely, the loading and unloading of materials on Company trucks.
- b. To provide productive work where loading and unloading does not fill the scheduled hours every night, the employees may be called upon to fill in the scheduled hours by working on salvage materials. Where it becomes necessary to fill in with salvage work each night, the hours outside of regular hours should be reduced to the number consistent with Section 202.15.



March 23, 1961

- c. Where more than one man is required on night loading, the lead employee shall be classified as a Senior Warehouseman. This is intended to mean that the employee regularly assigned to this work would be permanently classified as a Senior Warehouseman and not dually classified or upgraded for only those hours outside regular hours.
- d. Where the work is to be performed by an employee working alone, the employee shall be permanently classified as Warehouseman on the same basis as Senior Warehouseman above.
- e. While it is understood that Union's proposal for establishing a two-hour limit on a Warehouseman working alone when the loading is performed outside of regular hours was not established as a maximum, it is our understanding that no case now exists where they do work more than two hours. It was our understanding that should this occur, a review would be made and where the two hours was to be appreciably exceeded, a two-man operation would be considered and effort made to reduce these hours in conformity with Section 202.15.

## 2. Classifications of Employees in a Branch Substore

- a. In the definition of Senior Warehouseman, this Branch Substore is referred to as a "warehouse facility which is physically removed from the local warehouse but is within the same city or town". In further clarification, it was understood that the employee in these facilities would not be called upon to be in charge of the store or to do ordering. Mainly, the duties would involve disbursing material and reporting material replacement needs to the main warehouse. The store would be limited generally to this one type of function and to one type of material.

## 3. Classifications of Employees Operating a Section of a Substore

It is understandable that a uniform definition of a section of a warehouse is not possible. It is, however, understood that certain warehouse operations are separated and employees are assigned responsibility for various phases of warehouse operation. In these situations, the Senior Warehouseman classification is applicable. These situations would be decided locally on the basis of the facts of a given situation or would be subject to review through the grievance procedure.

With these discussions we feel the need for changing the definition of Warehouseman is unnecessary and we desire no change. The specific language of the present definition was drafted to show the distinction between the type of supervision of Senior Warehouseman and Warehouseman. The change you suggest appears to remove this distinction and makes them identical. Where the Warehouseman is working alone on night loading, the understanding is that the duties are limited by preassignment and the question of supervision is answered.

March 23, 1961

It is our understanding on amendment #4 to the lines of progression as stated in your letter of February 15, 1961, that this is to protect the normal line of progression from being disrupted. With the similarity of duties and limited distinction between the Warehousemen and the Senior Warehouseman, it is felt that the Warehouseman should not be considered as an (a) bidder but should be given preference for the Storekeeper job when it would be a matter of placing the Warehouseman in competition with a group outside the warehouse. We would suggest the amendment be revised to state this more clearly.

In summary, we would be willing to execute a letter agreement in accordance with your proposed definition of Senior Warehouseman together with an amendment #4 to the line of progression in line with our suggested change. The Warehouseman definition would not be changed as you proposed.

With these changes and the clarifications outlined, it is felt we can resolve the current cases now pending in Review.

Very truly yours,

Ronald T. Weakley  
Business Manager

RTW:do

cc: EHPaganini  
ERMescher  
CRBooth  
NRGlatier  
RDPollard

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