

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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(415) 781-4211, EXTENSION 1125

IBEW



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6080
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee File No. 1081-71-33
General Construction Grievance No. D.Gr/C 3-70-18
Duties of Station Mechanics

August 5, 1976

MR. C. GORDON SPARROWE, Chairman
General Construction
Joint Grievance Committee

The above-subject grievance has been discussed by the Review Committee and is being returned to the Department Joint Grievance Committee for settlement in accordance with the following:

The issue concerns the assignment of a Station Mechanic removing grounds from taps on the de-energized side of an open 115 kv disconnect switch mounted on a steel structure at the San Rafael Substation on July 21, 1970. The Station Mechanic was instructed by the Foreman to go up the ladder, tie it off, while standing on the ladder, remove the grounds hanging down in the proximity of the ladder. He was told that the taps were energized on the far side of the structure. The Station Mechanic went up the ladder, tied it off, but at this point instead of following instructions, continued on up the ladder onto the structure, attempted to walk between the insulator stacks of the open switch. The switch arced, blew him off the structure, and he was injured. Union filed the grievance in his behalf alleging that Station Mechanics are not qualified to perform such tasks and should not be allowed to perform line work or Electrician's work.

The key question is one of whether Station Mechanics are qualified by training and experience to perform this type of work in a safe manner. In reviewing the record and in subsequent discussions with the General Construction Department and Company's Safety, Health and Claims Department, it was determined that General Construction field employees in Station Construction undergo instructions on grounding procedures at least twice yearly. The Department has detailed instructions relative to grounding procedures, specifically, general operating instructions, Pages 15-17, Article 9, the Foreman's Manual, Grounding Procedure, Pages 109-110,

August 5, 1976

and Substation Bulletin "0-4." In view of the overall work assignments of Station Mechanics and the Department's procedures relative to grounding procedures, the Review Committee is of the opinion that the contractual violation did not occur in this incident, and assignments of this nature are proper providing the individual employees are qualified by training and experience.

When a settlement is reached by the Joint Grievance Committee, the Review Committee should be sent a copy of the final disposition.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rt0

cc: CHSedam
IWBonbright
LVBrown
JAFairchild
PMatthew
Personnel Managers

7.

MINUTES OF THE
GENERAL CONSTRUCTION JOINT GRIEVANCE COMMITTEE MEETING 376
August 13, 1976

Committee Members - Local 1245 IBEW

Roger Stalcup, Chairman
Bill Twohey

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Committee Members - Pacific Gas and Electric Company

C. Gordon Sparrowe, Chairman
Bill Hersey (for R. S. Bain)
Robt. Irons
Joe Pirtz
John W. Woodward

Representing Local 1245 IBEW

Bob Storrs, Business Representative
Bob Gibbs, Business Representative

Representing Pacific Gas and Electric Company

H. G. Cooke, Personnel Manager
J. A. Cates, Personnel Representative

The meeting opened at 1:00 p.m. The minutes had been read by all present and were approved as written.

CORRESPONDENCE

By letters to Mr. C. Gordon Sparrowe from Mr. L. L. Mitchell, it was announced that the following were no longer Shop Stewards:

July 15, 1976 H. Drumm, Larry C. Johnson, and Ernest Velez;

and that the following were appointed Shop Stewards:

July 29, 1976 Joe C. Green and Edward H. Martinez

UNFINISHED BUSINESS

D.Gr/C 3-70-18 - Duty and Training of Mechanics
(Also see page 807)

This grievance which has been in the hands of the Review Committee involved a Station Mechanic removing grounds from taps on the

D.Gr/C 3-70-18 - Duty and Training of Mechanics (cont'd)
(Also see page 807)

de-energized side of an open 115 kv disconnect switch mounted on a substation steel structure. The key question is one of whether Station mechanics are qualified by training and experience to perform this type of work in a safe manner.

The Review Committee returned the grievance to this Committee on August 5, 1976 to be settled on the following basis.

"In view of the overall work assignments of Station Mechanics and the Department's procedures relative to grounding procedures, the Review Committee is of the opinion that the contractual violation did not occur in this incident, and assignments of this nature are proper providing the individual employees are qualified by training and experience."

The grievance was settled on this basis by the General Construction Joint Grievance Committee.

D.Gr/C 3-75-7 - Demotion of Working Foreman in Gas Construction
(Also see pages 951, 996 and 1003)

Held over for additional information.

D.Gr/C 3-75-61 - Alleged Bypasses in Gas Construction
(Also see pages 971, 975, 979, 984, 987, 991, 997 and 1003)

Union withdrew grievance without prejudice on basis of Local Investigating Committee report that employees allegedly bypassed were either not qualified or not interested in the promotion.

D.Gr/C 3-75-79 and 3-75-80 - Alleged Bypasses in Gas Construction
(Also see pages 972, 975, 984, 988, 991, 997, and 1004)

Held over by Local Investigating Committee.

D.Gr/C 3-75-86 (Gas) - Alleged Bypass of Truck Driver Heavy
(Also see pages 972, 997 and 1004)

Held over for additional information.

D.Gr/C 3-75-107 - Alleged Bypass in Gas Construction
(Also see pages 981, 985, 988, 992, 998 and 1004)

Union withdrew grievance without prejudice based on Local Investigating Committee report.

Gr. 3-9-76-9 (Gas) - Demotion of Working Foreman
(Also see pages 993, 1000 and 1004)

Held over by Local Investigating Committee pending settlement of D.Gr/C 3-75-7.