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DIVISION OR
DEPARTMENT

INDUSTRIAL RELATIONS

FILE No.

741.5

RE LETTER OF

SUBJECT

Review Committee File No. 1342

San Francisco Division Grievance No. D.Gr/C 2-73-24

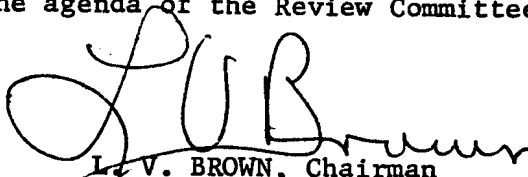
Job Definition of Cable Subforeman

October 1, 1974

MESSRS. I. WAYLAND BONBRIGHT
/ L. L. MITCHELL, IBEW

Pursuant to the Provisions of Title 102 of the Physical Agreement and its related amendments dated November 1, 1973 and March 8, 1974, the Review Committee has agreed to suspend the above-subject grievances in accordance with Item II-D (4) of the Review Committee procedure.

Attached is the complete Review Committee files, and upon your receipt of the file, the cases will be considered closed and removed from the agenda of the Review Committee.


L. V. BROWN, Chairman
Review Committee

DJBergman:rto

Attachment

cc: JAFairchild
PMatthew
LNFoss, IBEW

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

July 14, 1975

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

This letter cancels and supersedes all previous material submitted to you on the same subject.

In order to provide a solution to issues arising from Review Committee Case #1342, involving the utilization of the Cable Subforeman classification in San Francisco Division, Company proposes the following:

1. Eliminate the present starting rate of the (0820) Cable Subforeman classification and the (0683) Night Cable Subforeman classification. Weekly rates of these classifications shall be as follows:

(0820) Cable Subforeman: \$342.15 per week

(0683) Night Cable Subforeman: \$354.25 per week

2. Redesignate the (0680) Cable Pulling Subforeman as an incumbent-only classification.
3. Revise the (2280) Cable Splicer job definition as follows:

(2280) CABLE SPLICER

An employee who is a journeyman and who is engaged in splicing cables of any kind or voltage for the connection of cable, transformers, junction boxes, and other equipment in the underground or overhead systems or stations. May be required to perform other underground work such as preparing cable racks, pulling in and racking cables, maintaining equipment in the underground system, etc. He shall install and maintain services, meters, and equipment including conduit and wiring up to the meter on customers' premises and shall handle trouble in such installations. He drives a truck and operates the associated equipment as assigned. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. In addition to his responsibility as a journeyman, may be assigned as a working

foreman in charge of a crew and its equipment engaged in pulling underground cables and wires of all sizes, types, lengths and number of conductors into and out of pipes, conduits and duct lines and other necessary work in conjunction with the pulling of cables. May be required to perform work in connection with the construction and maintenance of underground manholes, vaults, splice boxes, duct lines and similar structures. As a working foreman, he shall have the personal qualifications of leadership and supervisory ability and be familiar with the Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

NOTES ON CABLE SPLICER DEFINITION

A. It is the intent that the use of an underground unit is basic in the Underground Section of the Electric Transmission and Distribution Department. A unit may be made up of:

- 1 - Cable Splicer,
- 2 - Cable Splicers,
- 1 - Cable Splicer and one Apprentice Cable Splicer, or
- 1 - Cable Splicer and one Groundman.

These units can be supplemented by a Cartmen, Groundman, or other physical classification acting in the capacity of a Cartman and/or Flagman. It is not the intent of the Cable Splicer definition to use other than an underground crew (one directly supervised by an Exempt Supervisor or a Cable Subforeman) to work on live apparatus and/or cables (except to inspect, clean, paint and flame-proof cables).

Two or three-man units (as opposed to crews) will not be required to:

1. Make transmission pipe-type cable splices, 60KV and above.
2. Perform maintenance on apparatus with exposed current carrying energized parts, energized above 600 volts.
3. Phase three-phase primary apparatus and lead cables normally energized above 600 volts.
4. Install or remove 3-phase underground residential distribution, underground commercial distribution and padmount transformers with an aggregate capacity greater than 1000 KVA.
5. Proof-test primary cable sections beyond the length of cable between the station and the first switch outside the station. (It is not the intent to change the current practice in San Francisco Division in regards to the proof-test of primary cable without giving 30 days' notice to the Union of such change.)

In all types of work, units will not be required to perform any function that would:

1. Create a hazard to life or property.
2. Exceed the capability of manpower, tools, or equipment available.

B. The Cable Splicer classification will be applied to all work on cables rated above 25KV and "Network" systems (including primary power cables feeding the network) as now exist in San Francisco and Oakland. In addition, all leaded cables or paper insulated cables, regardless of voltage rating, will be Cable Splicer's work. Company is not precluded, however, from using the Cable Splicer on any type of insulated cable.

C. The Cable Splicer classification is a journeyman classification. The filling of vacancies in this classification, pursuant to Titles 205 and 206, shall not be subject to the conditions outlined in Subsections 205.14(b) and (c).

D. A Cable Splicer while assigned as a working foreman in charge of a crew and its equipment engaged in pulling cable may drive a truck as assigned, but may not operate the associated equipment for cable pulling.

NEXT LOWER CLASSIFICATIONS

*0680 Cable Pulling Subforeman
2281 Apprentice Cable Splicer

SAME OR HIGHER CLASSIFICATIONS

0140 Cableman
0650 Subforeman A (GC-Cable Splicing)
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
2280 Cable Splicer
2283 Night Cable Splicer

*A Cable Pulling Subforeman who has been a Cable Splicer or Night Cable Splicer shall be considered as an Apprentice Cable Splicer for bidding to Cable Splicer.

(2283) NIGHT CABLE SPLICER

A service employee who has the full qualifications of and performs the work of a Cable Splicer.

(For purposes of the Master Apprenticeship Agreement, vacancies in this classification will be filled in the same manner as vacancies in the classification of Cable Splicer).

NEXT LOWER CLASSIFICATIONS

*0680 Cable Pulling Subforeman
2281 Apprentice Cable Splicer

SAME OR HIGHER CLASSIFICATIONS

0140 Cableman
0650 Subforeman A (GC-Cable Splicing)
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
2280 Cable Splicer
2283 Night Cable Splicer

*A Cable Pulling Subforeman who has been a Cable Splicer or Night Cable Splicer shall be considered as an Apprentice Cable Splicer for bidding to Night Cable Splicer.

4. Revise the (0820) Cable Subforeman job definition as follows:

(0820) CABLE SUBFOREMAN

An employee who is a Working Foreman in charge of not more than six men exclusive of himself assigned as a crew or disbursed as work units engaged in construction, maintenance and operation of underground and submarine facilities and associated work. He drives a truck as assigned. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Cable Splicer, and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

NEXT LOWER CLASSIFICATIONS

2280 Cable Splicer
2283 Night Cable Splicer

SAME OR HIGHER CLASSIFICATIONS

0140 Cableman
0683 Night Cable Subforeman
0720 Electric Subforeman
0820 Cable Subforeman

Company further proposes to place the (2010) Manhole Pumpman classification and the (1190) Street Light Maintenceman into the listing of classifications designated as next lower to the Apprentice Cable Splicer classification.

If you are in accord with the foregoing and agree thereto, 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 *Al B. Bright*
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

July 25 _____, 1975

By *L. L. Mitchell*
Business Manager