

# REVIEW COMMITTEE

**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94108  
(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) 933-6060  
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

## REVIEW COMMITTEE DECISION

☒ DECISION

☐ LETTER DECISION

☐ PRE-REVIEW REFERRAL

Review Committee File No. 1431-78-18

Fact Finding Committee No. 689-77-286

San Joaquin Division Grievance No. 25-120-77-55

### Subject of the Grievance

This case concerns the assignment of a maintenance crew during the period of September 21 through September 27, 1977, while extending the bus structure at Kerman Substation. The grievant, a Maintenance Helper, is contending that as a result of working in an elevated position either alone or while assisting a crew by working from a ladder or working on the bus structure, that he should be paid at the Journeyman rate of pay of Electrician.

### Discussion

The Review Committee, after considerable discussion, recognizes that the job definition of the Maintenance Helper classification primarily requires an employee to assist a Journeyman or an Apprentice in station construction or maintenance and does not specifically prohibit the employee from working in an elevated position. The Committee independently surveyed the system relative to Helpers working in elevated positions and determined that each Division virtually had established its own practice, and the Review Committee concludes that system-wide practice is inconsistent at best. Being realistic, the Review Committee recognizes that in order for Helpers to assist other employees at one time or another, they must work in elevated positions. Certainly, it would not be proper to assign a Helper a task which is beyond his experience and capabilities that would place him in proximity to energized conductors and/or that would require the Helper to be a qualified climber requiring special climbing tools. On the other hand, restricting the Helper from assignments involving elevated structures would virtually eliminate his usefulness when the Journeyman or Apprentice is working in elevated positions.

The specific issue contained in this grievance is the propriety of the Helper assisting others while working in an elevated position, and that issue cannot be simply answered without carefully reviewing the work assignments of the grievant. In those cases where he clearly was assisting a Journeyman or others, the fact that he worked from a ladder or bus structure or scaffolding would not be a violation of the Agreement, and

in those cases where he was performing skilled work contained in the Job Definition of the Journeyman or others, then he was working beyond the scope of the Helper's Job Definition and entitled to an adjustment.

Decision

In view of the foregoing, the Review Committee is returning this case to the Local Investigating Committee for their determination on a day-to-day basis of the work performed and, if necessary, make adjustments accordingly. However, as to the issue of the Helper assisting others while in an elevated position, this standing by itself, is not a violation of the Labor Agreement.

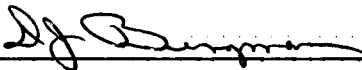
FOR COMPANY:

F. C. Buchholz  
J. B. Stoutamore  
D. J. Bergman

FOR UNION:

G. W. Abrahamson  
W. H. Burr  
L. N. Foss

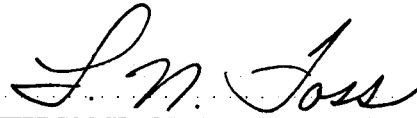
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