

# REVIEW COMMITTEE

## PG and E

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### REVIEW COMMITTEE DECISION

D.J. BERGMAN, CHAIRMAN

Review Committee File No. 1459-79-1  
Fact Finding Committee No. 1041-78-334  
Shasta Division Grievance No. 13-68-78-24

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

#### Facts of the Case

This case involves the denial of upgrade from Water Systems Repairman to Water Systems Subforeman in Burney, Shasta Division.

#### Discussion

The grievant in this case is a Water Systems Repairman who, over a five-day period, was assigned the task of sandblasting the inside surface of a metal flume. During this time, the grievant was assisted by a Truck Driver, who was responsible for feeding the sand pot and a Helper who was responsible for pulling the sandblasting hose and moving the sand pot as the work progressed down the flume. At issue in this case is whether or not the assignment of these two employees to assist the Water Systems Repairman goes beyond the job definition of such classification which allows for the Water Systems Repairman to act as a Leadman in charge of a crew consisting of Helpers performing unskilled work. The Committee recognizes that both employees in this case were acting as Helpers, that is, the Truck Driver was working below his classification.

#### Decision

The Review Committee recognizes the difficulty in distinguishing between lead functions performed by the Water Systems Subforeman and Water Systems Repairman classifications. The Committee believes that this issue should be clarified in the Water Department negotiations. With respect to this case, the Review Committee agrees that the work assignment, as such, was within the definition of Water Systems Repairman. The presence of the other two employees was required to lend assistance, and the Water Systems Repairman was not responsible for supervising nor leading these employees in this function.

On the basis of the above, this case is closed without adjustment.

FOR COMPANY:

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

FOR UNION:

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

By *D. J. Bergman*

By *L. N. Foss*

Date 9-24-79

Date 9-26-79