

REVIEW COMMITTEE**PG and E****IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY
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 SAN FRANCISCO, CALIFORNIA 94106
 (415) 781-4211, EXTENSION 1125

**CASE CLOSED
 LOGGED AND FILED**

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
 R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

MAR 1 1982

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1046-80-139
 Review Committee File No. 1526-81-10

Statement of the Case

On June 24, 1980, Union filed this grievance, stating: In Oakland, Company has expanded the duties of the "manifold crew" beyond the permissible work limitations afforded a Fitter working with one other employee. Currently, a Fitter is engaged in installing manifolds up to 32 meters, hanging meters, relighting appliances in both new installations and reconstruction jobs. Title 600.1 limits such two-man unit work to that which is simple and routine in nature and excludes new installations.

Discussion

In reviewing the Notes on Fitter Definition, the Committee noted that in the opening paragraph a Fitter working apart from a crew is limited to work which is "simple or routine in nature". Further in the notes, such routine work is partially defined as follows:

- "c. Minor alterations to services including abandonments (does not include installation).
- d. Remodeling of domestic type meters and regulator sets."

The issues before the Committee were indentified as: (1) whether or not these notes in the job definition provide that a two-man Fitter unit may be assigned new construction work; and, (2) whether or not the work described in this case is "simple or routine in nature".

The Review Committee agreed that a two-man Fitter unit is specifically precluded from making new installations such as gas mains or services, but could not agree that the new installation exclusion included gas meter manifolds.

In determining what is "simple or routine in nature" as it relates to new manifold installations or to remodeling existing gas meter manifolds, the Union members of the Committee contend that there are not hard and fast guidelines.

For example, a manifold located under a house in a crawl space, or one existing in a cramped or over-built meter room could result in a complex construction job which if the same number of meters were located in the open might be simple or routine in nature. The Company members of the Committee opined that any manifold smaller than 2 inches in diameter and with no more than four meter outlets is consistently simple or routine to install.

During the discussion of this case, the Company concluded an informal survey of representative Districts. The survey indicated that in most of those Districts it had been a long-standing practice for a Fitter and one other employee to install manifolds. However, as a representative of the Union did not participate in the survey, the results were not verified.

Both parties agree that where the contract language is unambiguous the proper method of changing that language is through negotiation. In this case, the language is ambiguous and thus a decision is in order.

Decision

It is the decision of the Review Committee that a two-man Fitter unit may install new gas meter manifolds or remodel existing manifolds provided there are no more than four meter outlets or that the diameter of the manifold is less than 2 inches and that in all instances the work is simple or routine in nature and does not exceed the manpower and equipment capabilities of a two-man unit.

Based on the foregoing, the grievant is entitled to upgrade to Gas Mechanic for all time spent on the "manifold unit" assignment during which time the work exceeded the above guidelines.

FOR COMPANY:

- L. C. Beanland
- F. C. Buchholz
- J. B. Stoutamore
- D. J. Bergman

By

[Handwritten signature]

Date

2-25-82

FOR UNION;

- G. W. Abrahamson
- W. H. Burr
- P. Pelucca
- R. W. Stalcup

By

[Handwritten signature]

Date

2/25/82