

REVIEW COMMITTEE**PG and E****IBEW** PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

AUG 3 1 1984

**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
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED AUG 3 1 1984REVIEW COMMITTEE DECISION

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

East Bay Division Grievance Nos. 1-1866-83-54 & 1-1867-83-55
Review Committee File No. 1574-84-9Subject of the Grievance

On April 8, 1983, Company bypassed the grievant, a Senior Meter and Regulator Repairman at the Fremont Gas Meter Shop, for a Shop Meterman vacancy and a Service Meterman vacancy, both in Oakland.

Facts of the Case

The grievant was a D bidder on the February postbid bulletin listing for both positions. Based on the information received on a job bid questionnaire and a review of the employee's career history, the Company believed that the grievant did not possess the appropriate knowledge or skill to be interviewed or tested for the job on which the bid was made and bypassed the employee pursuant to Section 205.11 of the Physical Agreement.

Discussion

The General Foreman of the Meter Shop testified that electrical background was required to perform the duties of the Service and Shop Meterman position because of the need for knowledge of electric meters, ability to identify approximately 88 different types of electric meters, and testing the meters on a live energized test board. The General Foreman stated that, without this knowledge, the person in attempting to perform the meter tests could potentially destroy a meter or cause injury to himself. Other qualifications include working knowledge of equipment associated with meters and meter testing to enable the Meterman to assemble equipment and perform effective and safe meter and transformer testing. The Company bypassed the grievant because he did not possess any electrical background believed appropriate and necessary for the classification.

The Union argued that the employee met the minimum requirements to bid the job, those requirements being the physical test battery for the Shop Meterman and the physical test battery and Class 3 driver's license for the Service Meterman position; and inasmuch as those are the requirements negotiated between the parties, that the employee was qualified and the senior 205.7(d) bidder and should be awarded one of the jobs.

The Company also opined that the employee did not possess sufficient skills or electrical knowledge to step into the position and perform work within a reasonable period of time (approximately three to four weeks). Company went on to argue, on that basis, that it would take the grievant an unreasonable period of time to be productive in either the Shop or Service Meterman position; and therefore, the bypasses were proper.

Union further argued that having an electrical background was not a requirement for either the Service or Shop Meterman position. Union pointed out that there is no formal training provided to the Meter Shop Helper, the classification next lower in the line of progression. Formal training is not provided except in the Apprentice Meterman classification. Union also was of the opinion that the Electric Meter Shop Helper receives very little on-the-job experience which would provide the employee with the ability to identify approximately 88 different types of electric meters, or exposure to testing meters on a live energized test board. Further, Union was of the opinion that the Helper receives little, if any, exposure to other equipment associated with meters or meter testing.

It is Company's opinion that temporary upgrades for vacation/sick relief provides Helpers the individual on-the-job training necessary to identify the many different types of electric meters and acquire the exposure to safely operate energized meter testing and associated equipment. Company further added that the provisions of Sections 204.2(c) and 205.21 of the Physical Agreement, as well as Paragraph G10C of the Master Apprenticeship Agreement, all recognize the fact that employees need to actually spend time in beginning classifications such as Meter Shop Helper to gain the skills, knowledge and experience for progression to higher classifications.

Further, investigation by Company revealed that the two senior Helpers in the East Bay Meter Shop average 24 mandays annually of Shop Meterman upgrade time for vacation/sick relief. Company believes this upgrade time provides Helpers with individual on-the-job training sufficient to identify the many different types of electric meters and provides exposure for using energized meter testing equipment.

Decision

After considerable discussion, and in an effort to resolve the case, the Company offered to place the grievant in a vacant Shop Meterman position in Oakland with classification seniority back to April 25, 1983 (two weeks following the date of the job award; i.e., the normal report time following an award). The Union accepted the offer. The Committee noted that the grievant's current rate of pay as a Senior Meter and Regulator Repairman is higher than the top rate for the Shop Meterman position; and therefore, no backpay liability exists. This decision is without prejudice to the Company's position in potential job award bypasses in the future.

This case is considered closed on the basis of the above and should be so noted by the Local Investigating Committee.

FOR COMPANY:

N. L. Bryan
F. C. Buchholz
R. C. Taylor
L. V. Brown

By

Date

L. V. Brown
8/24/84

FOR UNION:

P. Nickeson
F. Pedersen
A. Watson
R. W. Stalcup

By

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Roger Stalcup
8/24/84