

204.3 -Appropriateness of work  
601.1 assignmtns for 2 Fitters  
working together.



## REVIEW COMMITTEE

NOV 18 1993

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
201 MISSION STREET, ROOM 1508  
MAIL CODE P15B  
P.O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-8510

**CASE CLOSED  
LOGGED AND FILED  
RECEIVED NOV 18 1993**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(510) 933-6060  
R.W. STALCUP, SECRETARY

RICK R. DOERING, CHAIRMAN

Review Committee File No. 1757

Russian River Division Grievance No. Rus-92-2 and

Russian River Division Grievance No. Rus-92-11

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

### Subject of the Grievance:

This case involves two separate grievances alleging that the Company did not upgrade a Fitter to Gas Crew Foreman while working around a splice box and while installing a pressure control fitting. The Union contends that the notes under the Fitter job definition in Exhibit VI of the Physical Agreement require that such work be assigned to a Fitter "as part of a crew" and that the grievant should have been upgraded to a Gas Crew Foreman.

### Facts of the Case:

The grievant is a Fitter in the Santa Rosa Gas T&D Department.

#### Russian River Grievance No. RUS-92-2

In January 1992, the grievant and another Fitter were given two jobs that involved adjustments to splice boxes. One job involved lowering a splice box; the other job required that they expose a splice box.

#### Russian River Grievance No. RUS-92-11

In March 1992, the grievant and a second crew member were assigned a job that involved cutting off a 3/4" gas service at the property line. In order to complete this job, the grievant had to weld on a 3/4" pressure control fitting, tap it out, and plug it off.

### Discussion:

The Union noted that the Fitter job definition calls for a Fitter, as part of a crew, to "install and maintain...pull boxes." Based on this language, the Union argues that a crew led by a Gas Crew Foreman is necessary to maintain splice boxes as well.

The Union also opined that it was not the intent of the parties to assign such work to a crew made up of two Fitters.

The Union's also argued that the work in question does not fit the definition of work that a Fitter may perform apart from the crew; work that is "simple and routine in nature." The Union argues that working around an energized underground facility is not simple and routine work.

The Company noted that pull boxes are typically 3'X5' (or larger) concrete boxes with a pulling eye for rigging. By the very nature of their size, a crew would be needed to install/move them. Moving or exposing a secondary splice box is considerably different and is usually a one person job, since only one person is typically able to fit in a hole with a splice box at a time. A second person usually observes and alternates doing the actual work.

In regards to the Union's concern that two Fitters were working together, the Company stated that it has purposely filled more high level positions to increase operating flexibility and that there is no violation in assigning a Fitter work normally assigned to a lower paid classification.

Finally, the Company notes that all Gas Department employees are instructed and kept current in the installation of Electric Department facilities and that a Gas Crew Foreman is not more qualified than a Fitter to perform this work.

#### Russian River Grievance No. RUS-92-11

The Union contends that Paragraph B(2) of the Notes on Fitter Definition clearly states that a Fitter must be a member of a crew (led by a Crew Foreman) when installing pressure control fittings or welding. The Union cites the following specific language:

"The Fitter's duties...as a member of a crew include 1) Welding - the Fitter's duties include welding, both arc and acetylene, of all sizes of piping and related fittings on systems operating at 60 psi or less... 2) Pressure Control Fittings - a) the Fitter may be required to weld all sizes of pressure control fittings...; b) the Fitter may be required to tap pressure control fittings...; c) the Fitter may be required to plug off all sizes of pressure control fittings..." (emphasis added)

The Company opines that Paragraph A(3) of the Fitter job definition notes is applicable. It states that a Fitter may perform work apart from a crew that is simple and routine in nature, which includes minor alterations to services including abandonments.

The Review Committee discussed whether the service cut off was an abandonment of service or not. The Union opined that had this been an abandonment there would have been no need to install a pressure control fitting and that the crew would have simply squeezed off the line.

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**Decision:**

The Review Committee agrees the work at issue was simple and routine in nature, and therefore the work assignment did not violate the agreement.

With regard to Grievance No. RUS-92-11, the Review Committee believes that a pressure control fitting is typically not involved in the abandonment of a service and that it was the intent of the parties to assign such work to a crew led by a Gas Crew Foreman. Accordingly, the grievant should be upgraded to Gas Crew Foreman for the time spent on this job.

This case is closed on this basis and such closure should be so noted by the Local Investigating Committee.

FOR COMPANY  
William G. McLoughlin  
Lawrence F. Womack  
Jane K. Yura  
Rick R. Doering

FOR UNION  
William R. Bouzek, II  
Sherrick Slattery  
James G. Lynn  
Roger W. Stalcup

By: John C. [Signature]

Date: 11/18/93

By: Roger Stalcup

Date: 11/18/93