



**Pacific Gas and
Electric Company™**

REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

RECEIVED
FEB. 3, 2000
CASE CLOSED
FILED & LOGGED

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
PERRY ZIMMERMAN, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

North Valley Grievance No. CHI-98-18
Pre-Review Committee No. 2235

Review Committee Decision No. 1832

SUE AMPI
Company Member
Local Investigating Committee

KIT STICE
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the assignment of work to Gas Service Representatives in the North Valley Area that the Union alleges is exclusively that of the Troubleman classification.

Facts of the Case

Sometime during 1998, Company began assigning work to Gas Service Reps in single commodity electric only areas within North Valley Division. This work included establishment of electric service, obtain meter reads, changing electric meters, restore electric service after shut-off for non-payment, investigate and correct part-out and complete-out single phase electric service tags. Gas Service Reps were assigned this work in dual commodity and single commodity (electric only) areas.

The change in assignment took place when the Troublemens were reassigned to Operations, Maintenance and Construction. The customer service related work which had been performed by Troublemens while they were in Customer Field Services remained with that organization and was assigned to the Gas Service Representatives.

The job definition of a Gas Service Rep states in relevant parts:

"An employee who performs domestic and commercial service work such as gas and routine electric meter operations,... 'no-light' calls,"

Discussion

The Union alleged that the change in work assignment had the effect of reducing the overtime for Troublemens and violated a long established practice. Union further opined that such a change in work assignment required Union agreement through negotiations.

Company opined that the work in question is not exclusive to Troublemens, that it is provided for in the job definition of Gas Service Reps, that it has historically been performed by GSR's in other parts of the system. Company presented approximately 40 pages of documentation with hundreds of examples of GSR's working part-outs and complete outs. In addition, Company presented Union with documentation that showed GSR's receive training on electric related work such as has been assigned to them during their initial three week negotiated training course and that this has been a part of the course for many years.

As to overtime, Company opined that there is no obligation to perform work on overtime when it can be assigned to an appropriate classification on straight time, that in fact, Company has a responsibility to manage costs.

Decision

The Review Committee is in agreement that, in this instant case, no violation of the labor agreement occurred.

This case is closed without adjustment.

For the Company:

Margaret A. Short
Ernie Boutte
Steve Itano
Dave Morris

For the Union:

Bob Choate
William R. Bouzek
Ed Dwyer
Sherrick A. Slattery

By: Margaret Short

Date: 2/1/00

By: Bob Choate

Date: 2-1-00