



## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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RECEIVED by LU 1245  
April 1, 2009  
  
**CASE CLOSED  
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

### Review Committee Nos. 15994 & 15995 Energy Delivery – Gas T&D – Fresno & Merced

Monica Oakes, Deborah Sargent  
Company Members  
Local investigating Committee

Mike Grill  
Union Member  
Local Investigating Committee

#### Grievance Issue:

These cases concern whether or not the negotiated Gas T&D job definitions and lines of progression allow for employees to perform single-person plastic gas tie-ins and stub completions, and the appropriate rate of pay for performing the duties.

#### Facts of the Case:

In the Fresno and Merced Gas T&D departments, the Gas Crew Leader-Welding classification working alone has been used to perform plastic gas service tie-ins and stub completions in customer installed trenches.

In the Title 200 Gas T&D Job Definitions and Lines of Progression, revised February 2001, the Underground Construction Journeyman (Gas) may work alone to perform the installation of stub completion services (gas and electric) in customer-dug trenches. In addition, the Gas Crew Leader-Welding is listed among the "same or higher classifications" to Underground Construction Journeyman (UCJ). Likewise, the UCJ is listed among the "next lower" classifications to Gas Crew Leader-Welding. However, the pay rate for UCJ is higher than that for Gas Crew Leader-Welding when the \$50 per week premium is applied.

#### Discussion:

Prior to the filing of these grievances, the Review Committee settled RC 15247 on the same issue. The Review Committee referred the modification of the Gas T&D job definitions, lines of progression and appropriate compensation to an ad hoc committee. In the interim, the Review Committee concluded that gas service tie-ins or stub completions can be performed safely by a qualified individual working alone, as has been negotiated and demonstrated by the Underground Construction Journeyman. The Committee also provided future direction regarding upgrades and pay rates to be used for employees performing the work to either the

Underground Construction Journeyman or Underground Construction Crew Leader rate of pay.

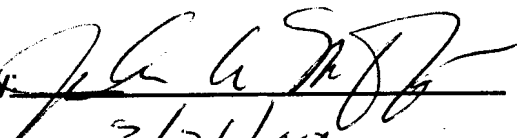
Although the ad hoc committee never reached final agreement, the job definitions and lines of progression for Gas T&D were modified during General Negotiations in 2008.

Decision

Grievances 15994 and 15995 covered the same issue during the same period of time as in Review Committee 15247. Inasmuch as the Review Committee did not agree on any liability or back pay, the parties agree to close these cases without adjustment.


**For the Company:**

John Moffat  
Gayle Hamilton  
Dave Morris  
Malia Wolf

By:   
Date: 3/31/09

**For the Union:**

Bob Choate  
William R. Bouzek  
Louis Mennel  
Russ Rylee  
Karen Russel

By:   
Date: 3/31/09