



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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CLAIRE IANDOLI, CHAIRPERSON

KIT STICE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee Number 23487 Electric OM&C– Eureka

Kathy Ledbetter
Company Member
Local Investigating Committee

Mark McCrea
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance, along with several other grievances noted below, deal with the Union's contention that the Company must first utilize and exhaust the Electric T&D Line of Progression prior to the Company utilizing any other IBEW classifications, or contractors or otherwise "competent persons" to perform 911 "Stand By" duties. The cases listed below have been discussed by the Pre-Review Committee and in the cases of Grievance 23487 and 23502, the Review Committee.

Grievance 22988/Business Mgr.'s Grievance LR-IBEW-15-01- Union alleged that Company utilized unqualified, contractor personnel to perform stand by duties including patrolling, during a winter storm event.

NOTE TO ALL: J. Camacho Signed off locally on all three two weeks ago. We paid 23480 as an equity to another IBEW employee and settled the rest without adjustment.

Grievance 23502- Company utilized a Gas Service Representative to perform 911 Stand By duties during a non-storm event.

Facts of the Case

In 2011, PG&E rolled out an emergency training program for Safety Stand By employees. The role of the Safety Stand By workers was to make a hazardous situation safe by establishing barriers for public safety until a qualified electrical worker (QEW) arrived. In 2014, PG&E made a commitment to local Governmental Agencies, local Emergency Response Agencies and the CPUC, that it would utilize its best efforts to relieve local

emergency agencies like fire departments, police departments and public works agencies that responded to emergencies involving PG&E facilities as quickly as possible. In support of this, PG&E made an internal commitment to relieve all agencies within 60 minutes for all levels of response. As a result of this commitment, "911 Stand By" work was implemented.

A 911 Stand By worker is a "competent person" who has completed Company-required training to act as a "human traffic cone" to establish and maintain a safe distance between the public and a potential hazard until a qualified electrical worker (QEW) arrives. 911 Stand By employees from the IBEW are currently made up of gas servicemen, meter readers, meter technicians, and gas crew personnel. The IBEW maintained that the duties of patrolling damage assessment, trouble-shooting and restoration are exclusive to IBEW represented employees who are QEW. .

Discussion

The Company's goal is to have as many employees available to assist in Stand By work as possible and to create a clear agreement with IBEW for ease of usage.

The Union's goal is establish 911 Stand By duties as IBEW's exclusive work.

The Company has used "Stand by" workers in two distinct ways: in storm and non-storm settings. The Union argued that there should be no distinction between storm and non-storm events and alleged that 911 Stand By workers and QEW workers should be called out simultaneously to an emergency.

The Union further alleged that no third party contractors should be called out to perform 911 Stand By duties unless the Company has exhausted IBEW competent persons first.

These actions are supported by prior precedent. In P-RC 757, involving storms and emergency call outs, the Committee determined that "it is the Company's responsibility to determine the classification that is necessary to perform the work... it is incumbent on the Company to assign work which is properly within the job definition/line of progression of the selected classification... [in this case] the "grievant was from the Gas T&D Department." Further in P-RC 2170, the Committee determined that the "Company has the right to manage the business, to plan and direct the work of its employees. During major emergencies, Company has the right to utilize additional employees from other areas including General Construction and to make non-traditional work assignments."

In the case at bar (#23487), the Company selected a Gas Service Representative (GSR) to perform "stand by" duties by acting as a "human cone" to "make the public safe" by not allowing access to the hazard. And, in case #23502, both parties agree the GSR utilized to perform Stand By duties did not perform electrical field-related work. The Company agrees that GSRs should not perform "electrical work" as defined above.

Decision

The Review Committee agrees to the distinctions between (a) "Stand By" duties performed by "competent persons" and (b) "Electrical work" performed by a QEW. And, the Review Committee agrees that stand by duties do not involve electrical work. In situations where

electric emergencies are identified, the Company agrees to simultaneously call a QEW to perform electrical work and a competent person to perform stand by duties. The Company agrees to exhaust available competent persons in IBEW represented classifications identified by the Company prior to assigning this work outside of the bargaining unit. Pursuant to this decision, the cases listed above are settled and closed.

Claire Ieri 3/5/18
Claire Iandoli, Chairman Date
Review Committee

Kit Stice 03/05/2018
Kit Stice, Secretary Date
Review Committee