



## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
375 N. WIGET LANE, SUITE 130  
WALNUT CREEK, CA 94598  
(530) 246-6430

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

CLAIRE IANDOLI, CHAIRMAN

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

### **Review Committee Number 23377 Electric Operations--Electric T&D--Bakersfield**

Monica Oakes  
Company Member  
Local Investigating Committee

Mark Rolow  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns the assignment of line crew duties to Electric T&D Compliance Inspectors.

#### Facts of the Case

This case concerns the interpretation and application of Letter of Agreement (LOA) 02-32 and the Company's ability to assign Compliance Inspectors to work on a crew and perform line maintenance repairs as required.

LOA 02-32 provides in pertinent part,

"Compliance Inspectors will possess Journeyman Lineman craft qualifications or Cable Splicer craft qualifications where appropriate. Compliance inspectors will perform duties...including but not limited to...line maintenance repairs as required."

"During times of Division/System emergencies, as declared by the Division Operations Emergency Center, Compliance Inspectors may be required, at management's discretion, to respond to emergencies as a member of a crew or as a first responder."

In October 2015, Compliance Inspectors in Kern County were assigned to a two man crew which included an Electric Crew Foreman or to a two man crew to perform work that can be done without an Electric Crew Foreman present.

Discussion

The Company acknowledged that Compliance Inspectors were utilized to perform line maintenance repairs during a non-emergency situation. A Lineman on the Committee said this was not a frequent occurrence and it had "never happened in his yard." The Company acknowledged it is not interested in creating line crews with Compliance Inspectors because there is typically enough Compliance work that Compliance Inspectors do not have time to perform line work on a regular basis.

The Union argued that the language in LOA 02-32 limited the Company's ability to use Compliance Inspectors on line crews to times of Division/System emergencies and not at any other time.

The Company argued that the language in LOA 02-32 clearly defines Compliance Inspector job duties and states, Compliance Inspectors may "...perform line maintenance repairs as required." Therefore, there does not appear to be a violation in this case.

Decision

The Committee discussed this case at length. In this case, the Compliance Inspectors were utilized during a non-emergency situation and were performing work either as a two man crew which included an Electric Crew Foreman or to a two man crew to perform work that can be done without an Electric Crew Foreman present. Accordingly, based upon the language in LOA 02-32, there is no violation of the agreement. This case is closed without adjustment.

The Committee agrees that three (3) inspectors will not be forced to work as a 3 person crew.

The Committee recognizes that two (2) compliance inspectors may be teamed up to do limited 2 person jobs, including but not limited to, keeping employees productive when workload is lacking or to perform jobs outside their base classification. Two Person Rubber Glove work may only be performed when both crew members agree that the job can be completed safely.

The Committee agrees that an inspector may be used to supplement M&C crews. The Company maintains a list of those inspectors who have opted out of Skills and Knowledge crew assessments. Those individuals are ineligible to work on a crew.

**For the Company:**

Claire Ieri 5/17/17  
Claire Iandoli, Chairperson Date  
Review Committee

**For the Union:**

Kit Stice 5/17/17  
Kit Stice, Secretary Date  
Review Committee