

204.4; 612.3: Recommends that the parties discuss the issues [seek additional compensation for Elect. Metering Tech. Crew Leaders in charge of more than 4 employees) raised in a negotiating forum. Cased closed without adjustment.



REVIEW COMMITTEE

IBEW



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MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

RECEIVED by LU 1245
July 16, 2003

**CASE CLOSED
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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SALIM A. TAMIMI, SECRETARY

Pre-Review Committee No. 13960, 14065, 14085, 14168 & 14215
Electric Field Metering Services – Woodland, Bakersfield, Selma, Fresno & Santa Maria

Rose Veridiano
Margaret Franklin
Karen Brower
Company Members
Local Investigating Committee

Darryl Norris
Ed Dwyer
Mike Grill
Dan Lockwood
Union Members
Local Investigating Committee

Subject of the Grievances

These cases all seek additional compensation for Electric Metering Technician Crew Leaders on the basis that they are in charge of more than four employees.

Facts of the Cases

The most current version of the Electric Meter Department Job Definitions and Lines of Progression dated April 1994 state the following for the (0760) Electric Meter Crew Leader:

"An employee who is a Working Foreman in charge of a crew of not more than four men (exclusive of himself) engaged in performing all classes of work on electric meter and associated equipment; or

An employee who is an assistant to the Foreman in a large shop where all classes of work are performed on electric meters and associated equipment.

In either case, an employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Senior Meterperson and must be familiar with meter installation, standards, testing procedures, accounting practices and safety rules."

On January 12, 1996, Letter Agreement R2 94-34-PGE was signed. It phased out three electric meter classifications and created three new ones, one of which was (2364) Metering Technician Crew Leader with the following definition:

"An employee who is a Working Foreman in charge of a crew of not more than four persons or an employee who is an assistant to the Supervisor in a large shop (exclusive of himself/herself) engaged in performing all types of Metering Technician work.

In either case, s/he shall have the personal qualifications of leadership and supervisory ability, and the craft qualifications of a Metering Systems Technician, and be familiar with work standards, procedures, accounting practices, and safety rules."

Following are the number of employees reporting to the grieving Crew Leaders:

Woodland	6
Bakersfield	10
Selma	7
Fresno (2)	9 + 1 temp tagged from Selma

These grievances were filed between November, 2002 and February, 2003. These staffing levels have exceeded the four to one crew ratio since prior to 1994. There are exempt Field Metering Supervisors in Woodland, Bakersfield, and Fresno.

Discussion

Union's position is that either additional Crew Leader positions should be established and filled or that the senior qualified bidder in a headquarters should be temporarily upgraded when the ratio of Crew Leader to subordinate employees exceed 4 to 1.

Company's position is that the 4 to 1 ratio is applicable to when a crew of Technicians/Apprentices are working under the direction of a Crew Leader. The LIC reports indicate most Technicians work independently and it is very rare for them to work as a crew.

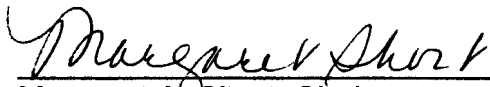
Further, it is Company's position that when a Crew Leader works in a headquarters with an exempt supervisor, the 4 to 1 ratio is not applicable. Historical staffing levels support this interpretation.

Finally, the execution of L/A 94-34 resulted in a commitment to fill additional apprentice and journeyman positions in the line of progression, and classification wage adjustments for the Crew Leader of 6% in 1994, 6% in 1995, and 9% in 1996.

Decision

The Pre-Review Committee agrees that the current organizational structure has been in place for several years and that the Crew Lead job definition was not changed in Letter Agreement 94-34. However, there was a time when there were more exempt Metering Supervisors and fewer Crew Leads than currently.

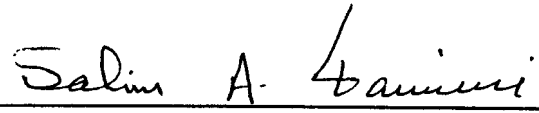
The PRC recommends that the parties discuss the issues raised by these grievances in a negotiating forum. Based on this recommendation, these cases are closed without adjustment.



Margaret A. Short, Chairman
Review Committee

7/10/03

Date



Sam Tamimi, Secretary
Review Committee

7-16-03

Date