

REVIEW COMMITTEE

PG and E

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Arbitration Case No. 68
Fact Finding Committee File No. 661-77-258
San Francisco Division Grievance No. 2-226-77-102
Retroactivity of 1977 Settlement in Certain
Classifications

August 31, 1978

MR. L. N. FOSS:

Attached, for your review, are lists of employees who received retroactive pay adjustments pursuant to the settlement of Arbitration Case No. 68.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *D. J. Bergman*
Chairman, Review Committee

The Union is in accord with the foregoing and its attachments and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO

Sept. 14, 1978, 1978

By *Lourence N. Foss*
Secretary, Review Committee

Local Union 1245
International Brotherhood
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

July 12, 1978

Mr. David J. Bergman
Chairman, Review Committee
Pacific Gas and Electric Company
245 Market Street, Room 436
San Francisco, CA 94106

RE: ARBITRATION CASE NO. 68 (FACT FINDING
COMMITTEE NO. 661-77-258--SAN FRANCISCO
GRIEVANCE NO. 2-226-77-102)

Dear Mr. Bergman:

In response to Mr. I. W. Bonbright's letter of June 22, 1978 regarding the above-cited arbitration case, I am of the opinion that it would be procedurally improper to "return" the case to the Review Committee in view of the fact the referral to arbitration took place at the Fact Finding step of the grievance procedure.

I would agree, however, that inasmuch as Section III(1) of the Supplementary Grievance Procedure dated March 8, 1974, Revised January 1, 1976, requires the mutual agreement of the Chairman and Secretary of the Review Committee for referral to arbitration, that it would also be procedurally proper for them to be the parties to withdraw the grievance from arbitration, and establish the basis for settlement.

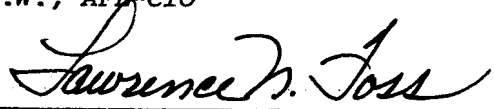
As to the settlement of the issue, I believe my letter to Mr. Bonbright dated May 23, 1978, and Items No. 1 and No. 2 of his letter to the Chairman and Secretary of the Review Committee dated June 22, 1978 (both attached) form the basis for settlement and withdrawal from arbitration.

The Chairman and Secretary of the Review Committee shall retain jurisdiction of the case until the details relative to numbers and names of employees are compiled, and the amount of the liability is determined and reviewed.

Very truly yours,

LOCAL UNION NO. 1245
I.B.E.W., AFL-CIO

By:


Assistant Business Manager
Secretary, Review Committee

Mr. David J. Bergman
Chairman, Review Committee

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July 12, 1978

The Company is in accord with the foregoing, and it agrees thereto
as of the date hereof.

PACIFIC GAS AND ELECTRIC COMPANY

By: DJ Bergman
Senior Industrial Relations Representative
Chairman, Review Committee

LNF/rlm

Local Union 1245
International Brotherhood
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

May 23, 1978

Mr. I. W. Bonbright
Manager of Industrial Relations
Pacific Gas and Electric Company
245 Market Street, Room 444
San Francisco, CA 94106

Re: Arbitration Case No. 68 (Fact Finding Committee #661-77-258/
San Francisco Division Grievance #2-226-77-102)

Dear Mr. Bonbright:

This letter will confirm and document the Union's most recent oral compromise offer of settlement, short of arbitration, of the above cited grievance regarding the application of wage retroactivity arising out of 1977 Wage and Contract bargaining. Union's settlement offer as previously discussed, is based upon the correction asked for in San Francisco Division Grievance No. 2-226-77-102 being applied only to those employees who received negotiated wage adjustments in the following classifications:

- (1723) Pressure Operator - 9* employees
- (0647) Steam Heat Subforeman - 1* employee
- (2250) Steam Serviceman - 2* employees
- (1150) Steam Mainman - 4* employees
- (2165) Rigger - 3* employees
- (2167) Traveling Rigger - 8* employees
- (1705) Operator Mechanic (PLO) - 5* employees
- (1643) Miscellaneous Equipment Operator "B" (General Construction)-
202* employees

* Taken from Company's computer run dated 9/30/76. May vary with numbers of employees in a given classification on date of ratification.

This offer, if accepted, withdraws from further consideration the retro-active application of rationalization adjustments and any other wage related adjustments other than those cited above.

Mr. I. W. Bonbright

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May 23, 1978

Union is prepared to meet and discuss the settlement and/or disposition of this dispute at any mutually convenient date and time.

Very truly yours,



Lawrence N. Foss
Assistant Business Manager
(Secretary, Review Committee)

LNF/rlm

cc: D. Cofer
W. Stewart
M. Walters
M. Mederos
F. Quadros
D. Bergman

PACIFIC GAS AND ELECTRIC COMPANY

PG&E +

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

I. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

RECEIVED JUN 23 1978

June 22, 1978

MR. D. J. BERGMAN, Chairman
✓MR. L. N. FOSS, Secretary
P. G. and E./Local 1245, I.B.E.W.
Review Committee

Gentlemen:

By agreement between the Manager of Industrial Relations and the Union's Assistant Business Manager, Arbitration Case No. 68 is returned to the Review Committee for settlement in accordance with the following:

The basis of settlement is the letter of May 23, 1978, from Mr. Foss to Mr. Bonbright, with the following changes and explanations:

1. Delete the classification of (1705) Operator Mechanic (PLO).
2. The number of employees in each classification shown in the Union's letter is not binding and is an approximation only. Employees eligible for the adjustment will be determined in accordance with the provisions of the 1976/77 settlement, but will not include employees who were temporarily upgraded to Miscellaneous Equipment Operator B during the retroactive period since it would be extremely difficult to locate such employees.

Very truly yours,



IWB:RS

LOCAL INVESTIGATING COMMITTEE
GRIEVANCE #2-226-77-102

SUBJECT OF GRIEVANCE:

The grievance involves the question of retroactivity of certain job classification - 1977 settlement.

JOINT STATEMENT OF FACTS:

On September 21, 1977, Union filed a grievance in San Francisco Division and all others on behalf of Mr. Gordon R. Brown, Traveling Rigger, San Francisco, Division Steam Maintenance Department, and all others stating that: "On or about August 26, 1977, employees in the physical bargaining unit received wage checks for the period of retroactivity from January 1, 1977 to July 1, 1977. Certain employees in classification involving agreed upon wage adjustments and/or revision of wage schedules by adoption of a more rational wage structure received retroactive checks that did not reflect either of the above applications".

"The failure of company to include the aforementioned adjustments as part of retroactivity calculations is contrary to the 1977 Settlement and Offer, specifically Item 1(a) - General Wage Increase (dated 5/13/77) and Item 2 - Rationalization of Wage Structure: (dated 2/8/77) as they relate to Item 3 - Retroactivity (dated 2/8/77)".

CORRECTION ASKED FOR:

"The company recalculate the retroactive wages for employees in the affected classifications by applying the agreed upon adjustments for revisions and the general wage increase for the period of retroactivity from January 1, 1977 to July 1, 1977 and issue checks reflecting the difference".

COMPANY'S ANSWER:

The grievance is denied. Retroactivity was calculated and applied in accordance with the understanding for settlement of the current 1977-1979 terms of the agreements.

The grievance was referred to the Local Investigating Committee which proceeded to hold an investigative meeting. The investigation brought out the following facts:

1. It was established that those certain employees covered in the grievance did not receive retroactive wage adjustments and/or revision of wage schedules for the period of January 1, 1977 to July 1, 1977.

As the parties could not agree to the disposition of this case, it is being referred to the Fact Finding Committee.

<u>Frank A. Quadros</u> FRANK A. QUADROS, Union Member	<u>Concur/Dissent</u>	<u>10-13-77</u> Date
<u>Ronald G. Fitzsimmons</u> RONALD G. FITZSIMMONS, Union Member	<u>Concur/Dissent</u>	<u>10-18-77</u> Date
<u>M. A. Balke</u> M. A. BALKE, Company Member	<u>Concur/Dissent</u>	<u>10-14-77</u> Date
<u>Gordon Brown</u>	<u>Concur/Dissent</u>	<u>Oct 13 1977</u>