



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W
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WALNUT CREEK, CALIFORNIA 94596
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R.W. STALCUP, SECRETARY

RICK R. DOERING, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

REVIEW COMMITTEE DECISION

**Steam Generation Grievance No. GPP-91-26
Review Committee File No. 1734**

**Steam Generation Grievance No. CCP-91-4
Review Committee File No. 1739**

Subject of Grievance

The above referenced cases were referred to arbitration as Arbitration Case Nos. 193 and 194 and have been referred back to the Review Committee for settlement.

The issue in RC 1734 concerned an interpretation of Subsection 106.12(b) of the Physical agreement. That subsection states, in part, "(t)emporary additional employees shall attain regular status upon the completion of 1,040 hours in any 365 day period." The issue in dispute is whether the 1,040 hours are straight-time hours or any hours worked, including overtime.

The issue in RC 1739 concerned an interpretation of Letter Agreement 91-60-PGE. Specifically, whether employees hired as "temporary relief" behind absent employees increase the 88-104 headcount.

Settlement

The parties agreed to settle these cases on the following basis:

1. Company shall determine whether an employee is hired as a 106.12 or "regular hire" with status determined under Section 106.5. The payroll change tag must indicate which status the employee has.

2. If the employee is a 106.12 hire, status will be determined by actual hours worked, including overtime.
3. As defined by Section 106.12, those employees do not increase the 88-104 count unless they attain regular status by working 1,040 hours in any 365 day period.
4. If the employee is a 106.5 hire, he/she is included in the 88-104 count immediately pursuant to letter agreement 91-60-PGE.


Remedy

In the instant cases, if contracting was occurring in the department at the time of the hire (if 106.5) or when an employee exceeded 1,040 hours in a 365 day period, AND contracting is occurring in the department as of the date of this settlement, the 88-104 number will be increased by a like amount and Company shall staff to meet the higher 88-104 number. Company shall not incur backpay liability nor is it obligated to rehire the grievants who were laid off.

Based on the above, these cases are considered closed.

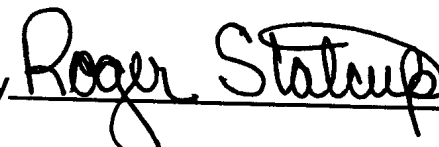
FOR COMPANY:

Bill McLoughlin
Lawrence Womack
Jane Yura
Rick Doering

By 
Date 7/29/93

FOR UNION:

Pat Nickeson
Sherrick Slattery
Arlis L. Watson
Roger W. Stalcup

By 
Date 7/20/93