

LA 302

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

July 17, 1968

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Pursuant to the provisions of Subsection 202.16(b) of the Physical Agreement, Company proposes to change the workweek of Communication Technicians in the Electric Maintenance Department at Eureka to provide for alternate Saturday work days and rotation of employees assigned to work such days as set forth, for example, on the attached schedule for 1968.

It is our understanding that the proposed schedule has been discussed by the affected Division personnel and the Union Representative and that they are in accord with the change. Further, in anticipation of our concurrence, the revised schedule was placed into effect on July 14, 1968.

If you are in accord with the foregoing proposal 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 W. Paulbright
Manager of Industrial Relations

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

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

July 22, 1968

By Ronald T. Weakley
Business Manager

HE BOLDT DIVISION
 COMMUNICATION TECHNICIAN
 SATURDAY WORK SCHEDULE
 1968

PROPOSED

JAN.	FEB.	MAR.	APR.	MAY	JUN.	AUG.	OCT.	DEC.	WALL	ADAMS
1	26	22	17	12	7	2	MON.	8	8	8
6	4	27	22	17	12	7	SAT.	X	X	X
8	11	29	24	19	14	9	MON.	8	8	8
13	16	1	26	21	16	11	SAT.	X	X	X
15	18	3	28	23	18	13	MON.	8	8	8
20	23	6	31	26	21	16	SAT.	X	X	X
22	25	8	3	28	23	18	MON.	8	8	8
27	30	11	6	1	27	22	SAT.	X	X	X
29	1	13	8	3	28	23	MON.	8	8	8
FEB. 3	5	15	10	5	30	25	SAT.	X	X	X
5	8	18	13	8	3	28	MON.	8	8	8
10	13	20	15	10	5	30	SAT.	X	X	X
12	15	22	17	12	7	2	MON.	8	8	8
17	18	25	20	15	10	5	SAT.	X	X	X
19	20	27	22	17	12	7	MON.	8	8	8
21	23	29	24	19	14	9	SAT.	X	X	X
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							SAT.	X	X	X
							MON.</			

July 14, 1968

RECEIVED

JUL 17 1968

LOCAL 1245, I.B.E.W.

TO: JJWilder
FROM: HJDarington

SUBJECT: Humboldt Grievance 19-65-5 Communication Technicians scheduled for Saturday work.

/	RTW	
	LLM	
	MAW	
/	JFW	
	BLL	
	EDM	
	HMS	
	MRK	
	GIB	
	R/S	
	FILE	

Attached is a copy of the settlement I proposed to the Company as a settlement for the Humboldt Division Grievance concerning scheduling of the Communication Technicians for Saturday work. In the Joint Grievance Committee discussions the Division Supervision agreed with the points listed except in the paragraph 1 marked. They do not intend to work the CommTech on holidays that fall on Saturday if the other CommTechs in the system are to be given the day off. They also want to change the word "shall" (have circled it) to "should" or "will". The reason to "should" or "will" is they feel a mandatory "shall" could obligate them to bring a CommTech from out of Division if all of the Humboldt CommTechs were not available. I would suggest "will".

The Humboldt committee is agreeable to a schedule providing for Saturday coverage on an alternate Saturday basis and the Division will submit a proposal through Industrial Relations. I have agreed to putting the schedule into effect here effective on July 15. The schedule presently in effect is structured for three CommTechs and the Company has eliminated one Tech position (reclassified to Apprentice due to no bid for journeyman when posted). They are presently paying overtime to cover the vacant Saturdays.

I suggest that if the Union agrees to the proposed schedule, that a cover letter including the following statements made in our proposal be attached as part of the agreement. The Company agrees with the statements but doesn't want to put them into writing.

The following understandings were reached in agreeing to the schedules for Saturday work:

1. Since the primary purpose of the Saturday work is to perform the routine preventative maintenance, the routine preventative maintenance will be performed as scheduled, with the exception of when a holiday falls on a scheduled Saturday.
2. The scheduled Saturday work days will be filled in the absence of the employee who is scheduled to work.
3. In the event of emergency work on the microwave system, the factor that administrative and operational traffic must not be interrupted during normal work hours of the Monday-Friday basic workweek will be given consideration when the administrative decision of when to perform the emergency work is made. Company will, when practicable, have those

maint

maintenance functions they have claimed could cause system interruption performed outside of regular workhours on Monday through Friday. Premium pay will not be considered as a factor in determining practicability.

4. Should the requirements of the Humboldt Communication System change so that the need for Saturday work does not exist, the Saturday work schedules will be eliminated.

6C: FAQuadros
file

GRIEVANCE 19-65-5 Communication Technicians scheduled for Saturday work.

The Humboldt Division Joint Grievance Committee has considered arguments to demonstrate the Company's need to perform routine preventative maintenance work on the Humboldt Division Microwave System on Saturdays. Two of the factors presented in the arguments were:

- 1.1 To keep the Humboldt Division Microwave System operating at the high reliability necessary, it is imperative that routine tests and maintenance be performed on all equipment regularly. Some of it cannot be done without system interruption, and some cannot be done without risk of loss of vital information unless the system is cleared.
2. During the normal Monday through Friday basic workweek, during regular work hours administrative and operational traffic must not be interrupted.

The Union's members of the Joint Grievance Committee have reservations as to whether short interruptions of the communications traffic presently on the Humboldt system would interfere with the rendition of adequate public utility service. However, to settle the grievance, the Humboldt Joint Grievance Committee recommends the following for agreement between the Company and Union:

A schedule of routine tests and maintenance to be performed on the Humboldt Division Microwave System shall be established to keep the system operating at the high reliability necessary. For the primary purpose of performing the routine preventative maintenance in accordance with the above established schedule without possibility of interruption of administrative and operational traffic during the regular work hours of the Monday-Friday basic workweek, the attached schedule for the Communication Technicians headquartered at the Eureka Service Center is agreed to including the following understandings:

1. Since the primary purpose of the Saturday work is to perform the routine preventative maintenance, the routine preventative maintenance shall be performed as scheduled.
2. The scheduled Saturday work days will be filled in the absence of the employee who is scheduled to work.
3. In the event of emergency work on the microwave system, the factor that administrative and operational traffic must not be interrupted during normal work hours of the Monday-Friday basic workweek will be given consideration when the administrative decision of when to perform the emergency work is made. Company will, when practicable, have those maintenance functions they have claimed could cause system interruption performed outside of regular work hours on Monday through Friday. Premium pay will not be considered as a factor in determining practicability.
4. Should the requirements of the Humboldt Communication System change so that the need for Saturday work does not exist, the Saturday work schedules will be eliminated.

→ 1. *Per Roy Atkins:
will or should -
depending if man
available.*