

INDUSTRIAL RELATIC

MAY 14 1975

PG-4-E
FOR INTRA - COMPANY USES

DIVISION OR DEPARTMENT EAST BAY - PERSONNEL
FILE NO 741.5
RE LETTER OF
SUBJECT Joint Grievance Committee Case Nos. 1-74-8 and 1-74-9
P-RC 99

IWB
KHA
DJB

~~LYB~~
MMC
PMH

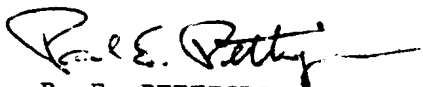
F
R
RI

May 9, 1975

MR. L. V. BROWN, JR.:

In its last meeting on April 23, 1975, the East Bay Division Joint Grievance Committee agreed to the settlements recommended by the Pre-Review Committee for the following cases:

1. JGC Case No. 1-74-8 - Denial of Meal Payment Following Overtime Work.
2. JGC Case No. 1-74-9 - Denied Emergency Overtime While Employee Off Sick Was Called.



P. E. PETTICREW
Secretary,
East Bay Division
Joint Grievance Committee

PEP:bb

EAST BAY DIVISION

MINUTES OF JOINT GRIEVANCE COMMITTEE MEETING

1625 CLAY STREET, OAKLAND
11:00 A.M., APRIL 23, 1975

PRESENT

Committee Members, Pacific Gas & Elec. Co. Committee Members, Local Union 1245, I.B.E.W.

C. E. Altman, Div. Steam Supt., Chairman
W. Funabiki, Div. Gas Supt.
W. H. Peterson, Div. Elec. Supt. (Absent)

R. W. Gibbs, Electric Department
J. E. McCauley, Gas Department
S. L. Kelly, Gas Department
R. C. Collins, Steam Electric Generation

Representing Pacific Gas & Elec. Co.

Representing Local Union 1245, I.B.E.W.

R. F. Pape, Div. Personnel Manager

V. Stamps, Union Business Representative

Guests

Guests

None

J. B. Hill, Union Business Representative

The minutes of the February 26, 1975, meeting under "Old Business", were revised to include the statement by the Pre-Review Committee regarding re-dialing (Grievance Nos. 1-74-10, 1-74-35 and 1-74-42) as follows:

1. GRIEVANCE NOS. 1-74-10, 1-74-35 and 1-74-42 - ALLEGED DENIAL OF CALL OUT FROM EMERGENCY OVERTIME CALL-OUT LISTS.
(page 283)

Disposition:

Letter dated February 10, 1975, from L. V. Brown, Jr., Chairman, Review Committee, to C. E. Altman, Chairman, East Bay Division Joint Grievance Committee. These grievances were referred back to the Joint Grievance Committee with the recommendation "....that in the future the Division incorporate in their on-call system a procedure that allows the supervisor to check himself and eliminate possible mistakes by re-dialing the employee's phone number when a busy signal is received or there is no answer...." The Committee agreed with the suggested changes and these cases were closed.

CORRESPONDENCE:

1. Letter dated March 19, 1975, from L. V. Brown, Jr., Chairman Review Committee, to C. E. Altman, Chairman, East Bay Division Joint Grievance Committee, concerning East Bay Division Joint Grievance Committee Case No. 1-74-8 - Denial of Meal Payment Following Overtime Work. This grievance was returned to the Division with the comment that "....the grievant was not entitled to a meal for the shift at issue." The Joint Grievance Committee agreed to settle this grievance according to the recommendation of the Pre-Review Committee. This case is considered closed.

2. Letter dated March 27, 1975, from L. V. Brown, Jr., Chairman, Review Committee, to C. E. Altman, Chairman, East Bay Division Joint Grievance Committee, concerning East Bay Division Joint Grievance Committee Case No. 1-74-9 - Denied Emergency Overtime While Employee Off Sick Was Called. This grievance was returned to the Division with recommendations for establishing a system of notification to the on-call supervisor when an employee becomes ill and goes home from work early. The Joint Grievance Committee agreed to settle this grievance according to the guidelines from the Pre-Review Committee. This case is considered closed.

OLD BUSINESS:

1. GRIEVANCE NO. 1-74-14 - DENIAL OF SICK LEAVE BENEFIT TO AUXILIARY OPERATOR, AVON (page 285) POWER PLANT.

Disposition: No agreement could be reached in the settlement of this grievance at the local level, and Union requested that it be forwarded to the Review Committee. It will be prepared and forwarded.

2. GRIEVANCE NO. 1-74-15 - ALLEGED VIOLATION OF TITLE 212, EMERGENCY OVERTIME CALL OUT, LINEMAN, ELECTRIC DEPARTMENT, FREMONT.

Disposition: After discussing this grievance, it was agreed that the Chairman appoint a Sub-committee comprised of Messrs. Stamps and Pettigrew to set up reasonable guidelines, in the event of similar cases in the future.

Union agreed to withdraw this case without prejudice.

NEW BUSINESS:

None.

GENERAL DISCUSSION:

Several items of mutual interest were discussed.

The meeting was adjourned at 11:45 a.m. The next meeting will be held on Wednesday, May 28, 1975, at 10:30 a.m. on the Sunporch of 1625 Clay Street, Oakland.


P. E. PETTIGREW
Secretary

PEP:bb

cc General Office 46
Department Hds. 35
District Mgrs. 39
Union 145

PG and E

FOR INTRA - COMPANY USES

DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
 FILE NO 741.5
 RE LETTER OF
 SUBJECT East Bay Division Grievance No. 1-74-8
 Denial of Meal Payment Following Overtime Work

March 19, 1975

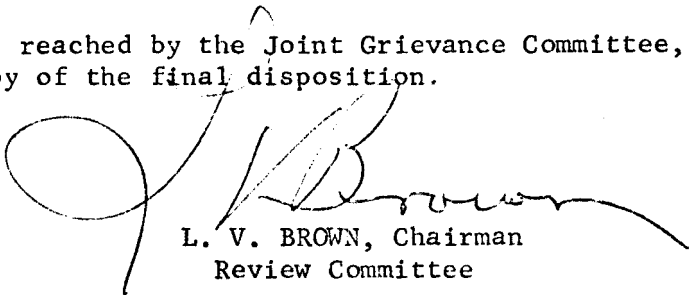
MR. C. E. ALTMAN, Chairman
 East Bay Division
 Joint Grievance Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned to the Division for settlement in accordance with the following:

Inasmuch as the grievant's relief schedule for the week in question was improperly assigned, the Pre-Review Committee is of the opinion that the only method available to resolve the question of the grievant's meal entitlement for the 12 midnight to 8:00 PM shift, Saturday, July 13, 1974, is to properly reconstruct the relief assignment.

The grievant should have relieved on Sunday, July 7, 1974, as an emergency overtime call-out instead of having his non-work day rescheduled to Friday. The assignment of Monday, Tuesday, Wednesday and Thursday were proper. When supervision was notified on Friday, July 12, 1974, at 8:35 AM that Mr. Turner would be off sick on the 4:00 PM to 12 midnight shift that day, the grievant should have been reassigned as provided for in Section B-4, Hours of Relief Shift Employees, Titles 202 and 208, dated November 1, 1967. This would have entitled the grievant to two hours of overtime in the morning, and his regular hours would have been rescheduled to the 4:00 PM to 12 midnight shift with no entitlement to meals. The 12 midnight to 8:00 AM shift on Saturday, July 13, 1974, would then have been a prearranged overtime assignment as part of the grievant's regular relief schedule, and the provisions of Subsection 104.12(b) would not be applicable inasmuch as this shift would have been the grievant's regular work hours and would follow his usual meal practice. Therefore, the grievant was not entitled to a meal for the shift at issue.

When a settlement is reached by the Joint Grievance Committee, the Review Committee should be sent a copy of the final disposition.



L. V. BROWN, Chairman
 Review Committee

DJBergman:rto

cc: WDSkinner
 IWBonbright
 Personnel Managers
 LNFoss, IBEW