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DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
FILE NO. 741.5

RE LETTER OF SUBJECT East Bay Division Grievance Nos. 1-74-10, 1-74-35 and 1-74-42
Alleged Denial of Overtime - R. T. Mayo, B. E. Thompson and
F. L. Mitchell
P-RC 127

February 10, 1975


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

The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned to the Joint Grievance Committee for settlement in accordance with the following:

In reviewing the records submitted to the Review Committee, the Joint Statement of Facts are clear that the issues in dispute are similar and can be narrowed down to a single question of whether supervision followed the provisions of Title 212 of the Agreement assuming that the involved headquarters are operating under the provisions as outlined in Title 212. Here, the record clearly establishes that supervision did attempt to call-out the grievants in proper order, but due to circumstances beyond their control, they were unable to reach them. For this reason, the correction sought will not be granted.

As to the problems of administrating the overtime call-out procedure, both Division Management and bargaining unit employees must keep in mind that the Company and Union, through the collective bargaining process, have jointly agreed to cooperate to the fullest extent necessary to make this call-out system work. The cornerstone of the procedure is to provide adequate rendition of service to the Company's customers while at the same time establishing a workable voluntary on-call system with definite contractual obligations placed on both parties. The respective obligations are plainly set forth in Subsections 212.1(a) and (b), specifically, that employees who volunteer will make themselves readily available for call-out and, in turn, Company will follow the call-out order to the extent that it is practical to do so in a given situation. In the cases at hand, the practicability of the situations are not at issue, and in the opinion of the Pre-Review Committee, the supervisors were obligated to make a positive reasonable effort to reach the number one man. To that end, the Pre-Review Committee recommends 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. This can be accomplished without a significant effect on response time and will adhere to the spirit of Title 212.

When settlements are reached by the Joint Grievance Committee, the Review Committee should be sent copies of the final dispositions.


L. V. BROWN, Chairman
Review Committee

DJBergman:rto

cc: WDSkinner
IWBonbright
Personnel Managers
LNFoss, IBEW