

# REVIEW COMMITTEE

**PG and E**

**IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94108  
(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

Humboldt Division Grievance No. 19-27-76-27  
P-RC 286  
Implementation of a Radiation Monitor Training Program

March 23, 1978

MR. ROYCE LARSON, Company Member  
Humboldt 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, pursuant to Section I B(2) of the Review Committee procedure, to the Joint Grievance Committee for settlement in accordance with the following:


The issue in dispute appears to be the overtime entitlements of the grievants as a result of a schedule change on October 26, 1976. Supervision transferred the four grievants from their regular rotating shift schedules to a straight day shift for radiation monitor training. The Division argues that the change was proper inasmuch as the training program and classification was established pursuant to Section 204.4 of the Physical Agreement, and the Union's position is that the change violates Titles 202 and 208 and requests the employees be paid overtime for all hours worked outside of their regular schedules. The Pre-Review Committee is not certain as to the entitlements of the grievants, if any, and the Division's application of the Labor Agreement, specifically, the Hours Clarification, Titles 202 - Hours.

The Division's argument is that the schedule changes were proper and in accordance with Paragraph F of the Hours Clarification. The record indicates that they were paid the first four days of the new schedule at the overtime rate of pay. Assuming proper notice, the Hours Clarification does not provide for a four-day penalty in this situation. However, the Clarification is not clear with respect to this type of a training assignment or a temporary upgrade pursuant to Section 205.3 of the Agreement.

In view of the above and considering the fact that the Radiation Monitor proposal dated September 8, 1976, has been withdrawn by Company subject to resubmission, the Pre-Review Committee is of the opinion that the payments received by the grievants were equitable, and on that basis, the case is considered closed without prejudice to either position of Company or Union.

This case is considered closed on the basis of the foregoing, and the closure should be so noted in the minutes of your next Joint Grievance Committee meeting.

  
D. J. BERGMAN, Chairman  
Review Committee

  
L. N. FOSS, Secretary  
Review Committee

DJB:rto

cc: RCAtkins  
IWBonbright  
LVBrown  
Personnel Managers