

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

MR. R. S. BAIN, Chairman
General Construction
Joint Grievance Committee

Statement of the Case

The above-subject grievances have been joined, inasmuch as they pertain to working practices of General Construction employees at the Diablo Canyon Power Plant.

P-RC 595 questions the change of welding crews assembly point while P-RC 602 concerns the discontinuance of a previously established interval of time necessary for employees to proceed through security inspection at the plant, i.e., the five minutes pass-through time was considered work time.

Discussion

Looking first to the grievance issue presented in P-RC 595, the contention is that because the assembly point for the welding crew was moved from one location at the plant to another, employees were required to expend a greater amount of time in order to proceed through the plant security inspection point, pick up their hard hats, and walk to the new assembly point. The Joint Statement of Facts indicates that the walking time from the employees' parking area to the previous assembly area was about 2½ minutes. The crew was allowed to report to the assembly point each day at 0805 and were allowed to leave that assembly point at 1625 each day. The relocation of assembly point occurred on February 19, 1980. Subsequent to the relocation, the time necessary for employees to walk from the parking lot through the security inspection point to the assembly point increased to about nine minutes. On May 13, 1980, Company directed employees to report at the new assembly point at 0800 and to leave at 1630, thereby discontinuing the five minute allowance to pass through the plant security inspection point.

With regard to the grievance issue presented in P-RC 602, the contention is that the Company on May 13, 1980, unilaterally discontinued the allowance of five minutes work time morning and afternoon for employees to proceed through plant security. Since its inception, employees have referred to this allowance as "walk up time." This Committee believes this incorrect reference is at least in part responsible for the grievance. Turning to the discussion between the parties when the five minute allowance was first instituted, this Committee noted that a Security Regulation Agreement between Company and various contractors was executed sometime in the past. One portion of that

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CASE CLOSED MAY 22 1981
LOGGED AND FILED

RECEIVED MAY 22 1981

General Construction Grievance Nos. 3-759-80-44 & 3-799-80-84
P-RC Nos. 595 and 602

May 21, 1981


May 21, 1981

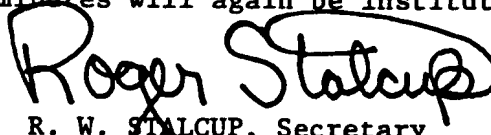
agreement stated "employees will be allowed reasonable amount of time in addition to their regular pick-up time (not to exceed 5 minutes) in order to proceed through security inspection on the employees' time." Subsequent to that agreement, on March 30, 1977 in settlement of Pre-Review Case No. 268, it was agreed that this procedure applied to all General Construction employees, as well as to the contractors. This agreement, however, provided for time not to exceed five minutes to proceed through the plant security inspection point. It was instituted at a time when there were several hundred Company and contract employees going through security around the same time in the morning and evening.

Decision

The change of the assembly point in P-RC 595 is not a violation of the Labor Agreement.

The discontinuance of this five minute allowance in P-RC 602 is not a violation of the Agreement. As noted in the Joint Statement of Facts, the time necessary to pass through the plant security inspection point has not tapered off to the point that only a few seconds are required. However, in order to remove this case from the Committee's calendar and for the reasons discussed in the grievance procedures, Company has agreed to pay the five minute allowance for 30 additional calendar days commencing May 13, 1980. Should time necessary to pass through security increase in the future, the allowance of no more than five minutes will again be instituted.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

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cc: GSBates
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