

REVIEW COMMITTEE

PG and E

IBEW 

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(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
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-872-80-97/3-813-80-98
P-RC 600

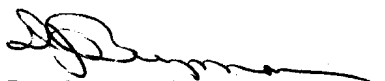
January 7, 1981

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

The above-subject case 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 Joint Grievance Committee for further information and discussion.

The Joint Statement of Facts indicates that the grievant was late on several occasions and received oral warnings on various dates none of which are documented in the case. Therefore, the Pre-Review Committee requests that the Local Investigating Committee verify the warnings issued on October 18, 1979 and April 7, 1980. Further, the grievant was alleged to be late on May 30 and June 2, 1980 and this, too, should be verified by the Local Investigating Committee. In reviewing the Joint Statement of Facts, the grievant indicated that she was often late for work; and it would be helpful for the Local Investigating Committee to ask the grievant to be more specific relative to the dates listed above.

Once the investigation is completed, the Joint Grievance Committee should again attempt to resolve the case. If not, it should then be returned to the Review Committee accompanied by a written report of the Committee's findings.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

DJB:ml

cc: GSBates
MEBadella
LCBeanland
IWBonbright
LVBrown
FCBuchholz
JACates/DKLee
RHCunningham
NRFarley
CAMiller
JBStoutamore
WKSnyder
CPTaylor
Division Personnel Managers

R-12

MINUTES OF THE GENERAL CONSTRUCTION
JOINT GRIEVANCE COMMITTEE MEETING No. 424
FEBRUARY 19, 1981

Committee Members - Local 1245 IBEW

Don McKinley - Chairman
Bob Austin
Jim Findley
Jan McCracken
Greg Valley

Committee Members - Pacific Gas and Electric

R. S. Bain - Chairman
L. C. Beanland
W. Funabiki
A. G. Strassburger
W. M. Stubblefield

Representing Local 1245 IBEW

Joel Elliöff - Business Representative
Ron Van Dyke - Business Representative
Gene Wallace - Business Representative

Representing Pacific Gas and Electric Company

L. C. Beanland

The meeting opened at 9:35 a.m. The minutes of the January 15, 1981 meeting were approved as written.

CORRESPONDENCE

Letter dated January 27, 1981 from the Pre-Review Committee that Grievances 3-775-80-60 and 3-819-80-104 (P-RC Nos. 580 and 594) are returned to the Joint Grievance Committee for settlement in accordance with the following:

"3-775-80-60 - The key issue in the case appears to be whether the assignment of Messrs. Anderson and Ornelas on March 17 constituted a proper hours change in view of their assignment on March 20, 1980 when they reported to their regular headquarters. This question needs to be resolved; and once the Committee has reached a determination, they should again attempt to settle all issues presented in this case, including those indicated in the Joint Statement of Facts. As to the Issue of the weekend constituting a break in the first four workdays, the Pre-Review Committee is in agreement that it does not constitute a break as provided for in Section 302.7 of the Agreement.

UNFINISHED BUSINESS (cont'd)

March 17. At some point during these overtime periods, they were told that, effective March 17, their regular work hours would be changed to 1600 to 0030 hours. They worked these hours on March 17, 18 and 19. Prior to their release from work at 0030 hours on March 20, a Division supervisor instructed them to report back to the G.C. headquarters at the plant at 0830 hours that day. The Grievants reported as instructed. Once at the G.C. headquarters, the Grievants were told by the G.C. foreman they would be joining a crew which was working from 1200 to 2400 hours, and that, effective March 21, their regular work hours would be changed to 1200 - 2030 hours. The Grievants worked until 2400 hours on March 20, and from 1200 to 2400 hours on March 21, 22, 23, 24, 25, 26, 27 and 28. Company paid the Grievants at the proper overtime rates for the hours they worked after 1630 on March 20. However, for Friday, March 21, and for March 24 through March 28, the Grievants were paid overtime from 1130 hours to 1530 hours, and straight time from 1530 to 2400 hours. They were properly paid for the overtime they worked on Saturday, March 22 and Sunday, March 23. After examining the record and the Pre-Review Committee's directive, Company conceded that the Grievants' assignment back to the G.C. headquarters on March 20 constituted a second change in their work hours within a three workday period, and that, therefore, the Grievants should have been paid overtime for the hours they worked outside of regular work hours (0800 - 1630) for an additional four workdays. Accordingly, Company gave Union a detailed proposed settlement which reflected the foregoing. Union agreed to close the case on this basis, pending Union's study of Company's proposal. Union further stipulated that if Union finds it cannot agree with Company's proposal, the case will be reopened by the J.G.C. Company agreed to Union's stipulation.

PLC
600

(Station) - Discipline and Discharge of an
Apprentice Welder for Excessive Tardiness
(Also see pages 1274, 1280, 1497, 1521, 1522, 1523 and 1528)

The Pre-Review Committee had requested that the Local Investigating Committee verify the warnings issued the Grievant on 10/18/79 and 4/ 7/80, and the Grievant's alleged tardiness on 5/30/80 and 6/2/80. The P-RC also requested that the L.I.C. ask the Grievant to be more specific about some of her previous testimony. Accordingly, the L.I.C. again interviewed some of the Grievant's supervisors and the Shop Steward involved in the case. The L.I.C. also obtained copies of foremen's logs which show that the Grievant was tardy on the dates in question and had received verbal warnings about her tardiness. However, the L.I.C. was unable to recontact the Grievant. Union conceded that the record demonstrates the Grievant had a continuing tardiness problem, and had received adequate verbal and written warnings and reprimands prior to her disciplinary time off and ultimate discharge. Noting that progressive discipline was administered in this case, Union agreed to close the case without adjustment.

excerpt from:
2-19-81 meeting
of G.C. JGC Committee