

REVIEW COMMITTEE

PG and E

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IBEW 

INTERNATIONAL BROTHERHOOD OF
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R.W. STALCUP, SECRETARY

**CASE CLOSED
LOGGED AND FILED**

FEB 11 1983

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

De Sabla Division Grievance No. 10-155-81-12
P-RC 791

February 10, 1983

MR. R. M. EDWARDS, Company Member
De Sabla Division
Local Investigating Committee

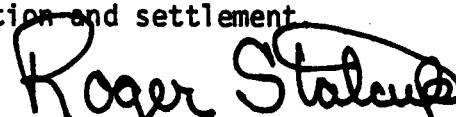
MR. S. A. THOMAS, Union Member
De Sabla Division
Local Investigating Committee

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 Step Five A(iii) for further consideration and resolution by the Local Investigating Committee.

The issue in this grievance concerns the emergency callout of a Water Collection crew to contain a large oil spill at Caribou Power House on November 30, 1981. Union alleged that the Company acted improperly by using the water crew and not a maintenance crew for this assignment.

While the Pre-Review Committee recognizes that there are certain "common task" assignments which may properly be performed by employees in different Departments, the Committee will not consider this case further since it has been notified by the Local Investigating Committee of their willingness to work out the details of settlement on a local basis. Therefore, this case is referred back to the Local Investigating Committee for its consideration and settlement.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

PEPettigrew(1123):ml/RWS:rim

cc: JCKeysr

RECEIVED JUL 22 1983
File with P-RC 791

LOCAL INVESTIGATING COMMITTEE REPORT

**CASE CLOSED
LOGGED AND FILED**

DE SABLA DIVISION

JUL 27 1983

GRIEVANCE NO. 10-155-81-12

SUBJECT OF GRIEVANCE

This grievance concerns the emergency call out of a Water Collection Crew to contain a large oil spill at Caribou Powerhouse on November 30, 1981. The Union alleges that the Company acted improperly by utilizing a Water Collection Crew and not a Maintenance Crew for the assignment. The Grievance was filed on 12-18-81 and the Company responded on 12-23-81. The Company's answer was unacceptable to the Union which appealed the Grievance to the Local Investigating Committee. The Committee met on 1-22-82 and was unable to resolve the Grievance and found it necessary to refer the Grievance to the Fact Finding Committee, which was done on 2-5-82. Subsequent to review by the Fact Finding Committee, on 5-14-82, it was referred to the Pre-Review Committee on 7-2-82. On 2-10-83, the Grievance was referred back to the Local Investigating Committee for settlement. This is a record of the Committee's decision.

FACTS OF THE CASE

Facts of the case are documented in the Local Investigating Committee Report dated 2-7-82, and the Pre-Review Committee Decision No. 791 (attached).

DISCUSSION

Both the Local Investigating Committee and the Pre-Review Committee recognize that there exists, "...certain "common task" assignments which may properly be performed by employees in different departments...", such "common tasks" include, but are not limited to: a) cleaning strainers, b) cleaning trash racks, c) cleaning up oil spills in and outside of powerhouses.

The issue facing the LIC Committee is how to allocate overtime assignments for these "common task" work assignments among the Operating, Maintenance, and Water Collection classifications in the Feather River Canyon. Following a good deal of discussion with the Union, the Company drafted administrative guidelines that will be considered when allocating emergency overtime and pre-arranged overtime involving the "common task" work assignments among the aforementioned classifications in the Feather River Canyon.

CONCLUSION

In accordance with the proposed settlement developed by the Fact Finding Committee, the Local Investigating Committee agrees to a non-precedent setting equity settlement to the grievant of one-half of the emergency overtime he would have worked on 11-30-81 had he been called out for the assignment to clean up the oil spill at Caribou Powerhouse. Secondly, the Committee recognizes the Company's right to establish administrative procedures to implement the intent of Titles 208 and 212 pertaining to prearranged and emergency overtime work assignments. It is the sincere hope of both the Company and Union Members of the Local Investigating Committee that the administrative procedures which have been jointly discussed will serve to forestall future grievances bearing on the assignment of overtime work involving "common task" work assignments among the classifications located in the Feather River Canyon.

DECISION

It is the decision of the Committee that this grievance be closed on the basis of the aforementioned non-precident setting equity settlement to the grievant and the guidelines for the allocation of overtime when certain "common task" work assignments are involved. This grievance is closed.

A. T. Consalves CONCUR/DISSENT 7-5-83
A. T. CONSALVES, Union Member Date

S. A. Thomas CONCUR/DISSENT 7/9/83
S. A. THOMAS, Union Member Date

W. D. Pahlend CONCUR/DISSENT 7/1/83
W. D. PAHLAND, Company Member Date

R. M. Edwards / YDA CONCUR/DISSENT 6/28/83
R. M. EDWARDS, Company Member Date