

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

CASE CLOSED MAY 19 1983
LOGGED AND FILED

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

RECEIVED MAY 19 1983

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Coast Valleys Division Grievance No. 18-678-82-15
P-RC 798

May 18, 1983

MS. K. KENNELLY, Company Member
Coast Valleys Division
Local Investigating Committee

MR. K. L. BALL, Union Member
Coast Valleys 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(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Facts of the Case

The grievant, a Routine Plant Clerk at Moss Landing, was rescheduled to work the hours of 4:00 a.m. to 12:30 p.m., Monday through Friday, during the overhaul of Units 6 and 7. Plant management established this shift to accommodate the programming for the PREMIS work scheduling project. The Company made this hours change without prior agreement with the Union. The Union grieves that prior agreement is necessary.

Discussion

The Committee reviewed the Labor Agreement Clarification for Section 202.17 specifically Item F (Scheduling additional "shifts"). That item reads, in part, "Section 202.17 states that Company may schedule employees to work for periods of eight hours at other than regular hours when additional shifts are required." The specific language when additional shifts was interpreted as meaning shifts as described in Sections 1 and 2 of Item F. Therefore, the 4:00 a.m. to 12:30 p.m. shift in question is not currently one of those "agreed-to" additional shifts.

The Committee agreed that this shift should have been established pursuant to Subsection 202.16(b). The Committee also noted that the shift was established on March 8, 1982 and was expected to be completed on June 6, 1982. At the end of four weeks, the grievant returned to her regular day shift hours; and another Routine Plant Clerk was assigned to the temporary shift.

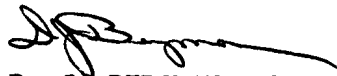
Decision

Since the work shift in question is not an appropriate shift under the provisions of the Section 202.17 Labor Agreement Clarification, the Committee agreed that, pursuant to Title 208, it would be appropriate to retroactively

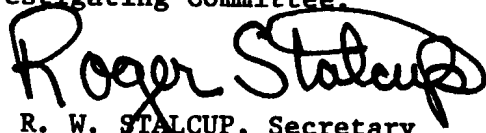
May 18, 1983

reimburse the grievant and all others who were rotated to this shift in conjunction with this overhaul pay for two hours per day at the straight rate of pay (the amount of overtime the employee was entitled to for four hours per day at rate of one and a half times normal rate). The Union Committee members also stated that should the Company submit an hours change request pursuant to Subsection 202.16(b) that it would be considered for this type of situation.

This case is considered closed on the basis of the foregoing, and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

LMTyburski(4110):ml

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P-RC 798


May 18, 1983

DIVISION PERSONNEL MANAGERS:

Attached is P-RC 798 involving a temporary change of hours for a Routine Plant Clerk to perform clerical duties in relation to the overhaul of Units 6 and 7 at Moss Landing Power Plant.

It was determined that the 4:00 a.m. to 12:30 p.m. shift established was not proper under the 202.17 Labor Agreement Clarification.

The parties are currently discussing a proposal to modify the Labor Agreement Clarification to provide for this situation in the future.


D. J. BERGMAN, Chairman
Review Committee

MAShort(1123):ldb

- cc: RDMullikin
- LCBeanland
- IWBonbright
- FCBuchholz
- GClerk
- EMConway
- RHCunningham
- NRFarley
- RDManning
- LSilton
- WKSnyder
- CSouthard
- JBStoutamore
- CPTaylor
- CEWelte

Attachment

PG&E
FOR INTRA - COMPANY USES

RECEIVED NOV 16 1983

From Division or Department COAST VALLEYS - Personnel

FILE NO. 741.5

RE LETTER OF SUBJECT Grievance Settlement

To Division or Department 83-20

83-58

October 7, 1983

MR. MAX BALKE:

Industrial Relations, General Office, finally reached a decision regarding Coast Valleys Division Grievance No. 18-678-82-15. (Hours Change for Routine Plant Clerks)

Effective immediately, affected employees will be reimbursed in accordance with P-RC Decision 798, and paid for their travel time to work, and meal time.

Please insure that the appropriate supervisor notifies Routine Plant Clerks of this decision, immediately, and that the necessary paperwork is prepared to reimburse grievants.

Edward A. Phillips
EDWARD A. PHILLIPS *KK*

KKennelly(642-257):s

Attachment