

REVIEW COMMITTEE**PG and E****IBEW**

PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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(415) 933-6060
R.W. STALCUP, SECRETARY

CASE CLOSED DEC 16 1983
LOGGED AND FILED

RECEIVED DEC 15 1983

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1177-83-20
P-RC 865

December 14, 1983

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

MR. BOB CALLENDER, Union Member
General Construction
Joint Grievance Committee

Facts of the Case

The grievant in this case is a Helper in the Line Construction Department.

On Wednesday, March 2, 1983, the grievant and most of the other employees at his headquarters in Santa Rosa were sent home because of inclement weather. At the time they were sent home, the employees were told to remain off work until Monday, March 7.

Later on March 2, the grievant's Subforeman telephoned three of the employees who had been sent home earlier that day and instructed them to return to work on Thursday, March 3. The three employees reported as instructed. One of the three was a Tractor Operator A; the other two were Helpers with Company Service dates of May 5, 1971 and September 11, 1978. The three employees apparently worked all day March 3 and Friday, March 4 checking roads between tower structures, cleaning drainage ditches and checking drains during heavy rain periods.

The remaining crew members returned to work on March 7 as directed.

The Union claimed that the grievant who has a Company Service date of August 6, 1975 should have been returned to work on March 3 instead of the Helper with the September 11, 1978 Company Service Date. The Company maintained that nothing in the Agreement requires Company to call employees back to work from inclement weather layoff in any particular order.

Discussion

The Union members of the Pre-Review Committee conceded that no violation of the Agreement occurred in this case. However, the Union opined that, all things being equal, an employee's seniority should be considered when employees are called back to work from inclement weather layoff. Union also noted that in most instances, the more senior employee possesses the greater skill and knowledge of the work to be done.

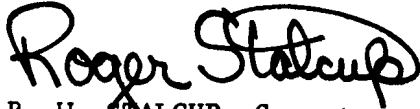
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Company stated that the question of whether all things are "equal" in a particular situation often is not easily determined. Furthermore, Company contended, other factors, such as the comparative skills and knowledge of the employees, the nature of the work to be done, the ready availability of certain employees, and the economics of recalling employees who live close to the work site are more important and pertinent to consider than seniority. Company noted, however, that if supervisors wish to take seniority into consideration, they have the right to do so.

Decision

The case is closed without adjustment.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

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