



REVIEW COMMITTEE

FEB 22 1989



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

**CASE CLOSED
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 JAN 23 1989

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance 3-1846-88-83
P-RC 1314 - Line Department

January 11, 1989

PHIL G. DAMASK, Chairman
General Construction
Joint Grievance Committee

BARRY HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Grievance Subject

Refusing to provide Union with information on employees under consideration for rotation per Contract Section 301.18.

Facts of the Case

Section 301.18 of the contract was rewritten in 1987 negotiations and effective January 1, 1988. The section reads as follows:

301.18 WORK ASSIGNMENT - RESIDENCE CONSIDERATION

The parties recognize that the work of General Construction may often require working at a job location outside of an employee's residence area. The parties also recognize the company's right to transfer employees at its discretion to perform the work assigned to General Construction. Nevertheless, it is the company's intent to attempt to place employees as close to their residence as possible, commensurate with General Construction's work assignments.

- (a) Such intent may include the exchange of headquarters between employees in same or equivalent classifications who possess similar skills, knowledge and abilities and who mutually agree to such an exchange.
- (b) Further, such intent may take into consideration the rotation, when practical, at reasonable intervals, of those employees in the same or equivalent classifications who possess similar skills, knowledge and abilities who have worked long distances from their residence area with those employees who have remained within a reasonable commuting distance (75 road miles or less but not more than 1-1/2 hours normal travel time) of their residence areas for similar periods of time. For the purpose of this Section "reasonable intervals" is considered to be approximately 6-12 months. Employees in Apprentice classifications may be required to forego consideration for rotation, due to training requirements, for the duration of their apprenticeship.

January 11, 1989

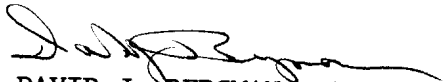
- (c) Employees who exchange headquarters pursuant to Subsection (a) above shall not be eligible for the travel allowance provided for in Section 301.11. (Entire Section Amended 1-1-88)

Numerous requests were made by the union representative to the Line Department superintendents to provide information on the candidates for rotation. The superintendent responsible for North Bay, Golden Gate and Mission Trail Region exchanged such information with the other Line Department superintendent on July 13, 1988 and copied the union business representative. The other superintendent declined to develop the information since it was not readily available in anyone's database nor would it be highly accurate due to the transfers of employees around the valley area at any given time.

Discussion & Decision

The committee discussed this case at length. The committee considered the new contractual language and situations where the information has been provided and denied in the past. The committee agreed it would be appropriate for Line Department to provide this information consistent with the information provided on July 13, 1988. Further, the committee agreed that the company would not be required to provide this information more than once every six months. Also, when the company perfects its computer based staffing per diem system that this information be provided consistent with the above.

Based on the foregoing, this case is closed and such closure should be noted in the minutes of the Joint Grievance Committee.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

RLBolf:nj