

202 - Utilization of Relief  
205 Shift employees -  
208 Improper redesignation  
of work days.



## REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
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SEP 11 1990

**CASE CLOSED  
LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED SEP - 5 1990

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

De Sabla Division Grievance No. SV-82-89-000-25  
P-RC 1423

WILLIAM C. LEVINS, Company Member  
De Sabla Division  
Local Investigating Committee

ART MURRAY, Union Member  
De Sabla Division  
Local Investigating Committee

### Subject of the Grievance

This case concerns the propriety of redesignating a Relief employee's workweek without prior notification.

### Facts of the Case

Prior to the week of September 4, 1989, the grievant, a Relief System Operator, was on vacation for four weeks. Monday, September 4, 1989, was a holiday. When the grievant reported to work on Tuesday, September 5, 1989, he was informed by his supervisor that he was scheduled to work on Saturday, September 9, 1989. The grievant requested overtime pay for that Saturday but was informed that his workweek had been redesignated and Monday, September 4, had been changed to a regular day off for which he was entitled to an in-lieu day. Therefore, the Saturday became a regular workday and he was not entitled to overtime.

### Discussion

In discussion of this case, the Committee reviewed the labor agreement clarification on Titles 202 and 208 "Hours of Relief Shift Employees". Section D of that clarification discusses redesignation of non-workdays. D.l.c. specifically addresses redesignation of Monday for work on Saturday and indicates that such redesignation is proper "where it is known in advance". Given the factual situation in this case, the grievant was already into his regular workweek because, but for the holiday on Monday, he would have worked that day. The Committee agrees that redesignation of the workweek under those circumstances was improper.

Decision

The grievant is entitled to be paid overtime for the work performed on Saturday, September 9, 1989. With this adjustment, this case is considered closed and such closure should be noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman  
Review Committee

  
ROGER W. STALCUP, Secretary  
Review Committee

MAShort(223-1123):nj