

208.16 -POT assigned to crew
from another hdqtrs.
Improper assignment.



REVIEW COMMITTEE

IBEW



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

MAY 29 1991

**CASE CLOSED
LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
PO. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED MAY 14 1991

Vallejo-Napa Division Grievance No. RW-VN-04-68-90-10-06
P-RC 1480

May 9, 1991

CYNTHIA BOZMAN, Company Member
Vallejo-Napa Division
Local Investigating Committee

LARRY PIERCE, Union Member
Vallejo-Napa Division
Local Investigating Committee

Subject of Grievance

This case concerns Vallejo Electric T&D employees doing work in the Napa area on prearranged overtime that Napa employees were not offered.

Facts of the Case

Historically, there have been overlaps in job assignments between the Napa and Vallejo headquarters. In this case, some Vallejo Electric T&D employees were assigned to do work in the Napa service territory. When the work was not completed during regular work hours, the decision was made to offer the prearranged overtime to the Vallejo crews who had been working on the job during the week.

Company records indicate that on Saturday, December 16, 1989, five Vallejo employees worked on prearranged overtime in the Napa service territory. No overtime hours were worked on December 17, 1989.

Decision

The Division in this case was following their historical practice of utilizing employees for prearranged overtime across service territory boundaries. In discussing this case, the parties have agreed at the local level, as well as subsequent steps of the grievance procedure, that the provisions of P-RC 1351 would be followed in the assignment of prearranged overtime in the future.

May 9, 1991

Based on the specific facts of this case, the Committee agreed that an equity settlement would be appropriate. Accordingly, an equity payment to the appropriate individuals at the Napa headquarters for one-half the prearranged overtime hours worked by the Vallejo Electric T&D employees will be made. This agreement was reached with the understanding that this settlement would not be prejudicial to cases involving alleged prearranged overtime bypasses within a headquarters.

This grievance is being referred back to the Local Investigating Committee to determine and apply the equity decision outlined above.

On the basis of the foregoing, this grievance is closed.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

KNTierney(223-1124):nj