



REVIEW COMMITTEE

IBEW



MAY 29 1991

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 MAY 14 1991

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Vallejo-Napa Division Grievance No. RW-VN-04-68-90-2-1
Settlement of P-RC 1487

May 1, 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 the equitable distribution of prearranged overtime among employees in like classifications at the Napa headquarters in 1989.

Facts of the Case

Local Investigating Committee records demonstrate an equitable distribution of prearranged overtime by classification in the Napa headquarters prior to October 1989. At that time, a number of employees from the Napa headquarters were sent to assist in earthquake restoration efforts in San Francisco. Employees were offered the opportunity to work based on their position on the prearranged overtime list.

Somewhat at issue was whether or not the crews sent to assist with earthquake restoration should have been returned to Napa and replaced with other Napa crews in order to better equalize the prearranged overtime by year end.

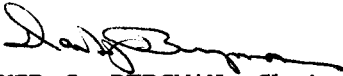
Discussion and Decision

The Pre-Review Committee has agreed in prior cases that Section 208.16 does not require overtime to be equal among classifications. It does require that the overtime be distributed as equally as is practicable. In this case the justification for the imbalance of prearranged hours is clear. Crews were sent to San Francisco and when they returned, they had more overtime hours than other employees in their headquarters. An examination of the records indicates that with one exception the employees that worked in San Francisco did not work any additional prearranged overtime for the balance of the year. The fact that their hours were greater than other employees was a result of the other employees' inability to catch up due to the lack of additional overtime opportunities.

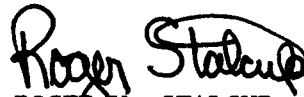
May 1, 1991

As alluded to above, the only potential inequity in this case was the 4.25 hour overtime assignment on December 15, 1989 worked by Fitter Steven Walsh. The Committee is unable to determine the reason for this assignment to Walsh instead of grievant Brandlin and leaves that determination to the Local Investigating Committee. With this possible exception, the Committee agrees that the prearranged overtime was distributed as equally as practicable.

On the above basis, this case is returned to the Local Investigating Committee to determine if any adjustment is in order for the December 15, 1989 assignment. The Local Investigating Committee is requested to forward a copy of their findings and resolution to the Pre-Review Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

KNTierney(223-1124):tc

Date: June 19, 1991

To: Dave Bergman

From: Cynthia Bozman

Subject: Vallejo-Napa Division
Grievance #RW-VN-04-68-90-02-02
Settlement of PRC-1487

File #:



Dave Bergman, Chairman
Review Committee

We have determined that no adjustment is in order for the 4.25 hour overtime assignment worked by Fitter Steven Walsh on December 15, 1989. Mr. Walsh was assigned the overtime assignment because Mr. Brandlin had not signed the PDT list.

A handwritten signature in cursive script that reads 'Cynthia Bozman'.

Cynthia Bozman
Division Human Resources Manager

A handwritten signature in cursive script that reads 'Larry Pierce'.

Larry Pierce
IBEW Business Representative

cc: Ken Ball
Doug Veader