



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
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OCT - 4 1994

**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
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R.W. STALCUP, SECRETARY

RICK R. DOERING, CHAIRMAN

RECEIVED SEP 29 1994

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Steam Generation Grievance No. PPP-92-1
P-RC 1596

KIM LYTTON, Company Member
Pittsburg Power Plant
Local Investigating Committee

ED CARUSO, Union Member
Pittsburg Power Plant
Local Investigating Committee

Subject of the Grievance:

This case concerns the equal distribution of prearranged overtime in the Operations Department of Pittsburg Power Plant in 1991.

Facts of the Case:

The following table summarizes the distribution of prearranged overtime at Pittsburg Power Plant in 1991.

<i>Classification</i>	<i>Number of Employees</i>	<i>Avg Hrs Worked</i>	<i>Avg Hrs Worked + Declined</i>	<i>Range in Hrs Worked</i>	<i>Range in Hrs Worked + Declined</i>
SCO	9	60.8	89.2	28-133	45.5-133
CO	12	46.7	80.5	25-92	40-110.5
ACO	14	77	116.1	20-134.5	78-150
AO	19	93.8	118.9	39.5-139.5	97.5-155.5
Relief SCO	7	180.7	183.6	76.5-341	76.5-341
Relief CO	3	171.2	176.5	73.5-336	81.5-344
Relief ACO	3	144.3	160.3	96-217	104-249
Relief AO	1	155	172	155	172

Discussion:

The Pre-Review Committee noted that the Local Investigating Committee Report makes no reference to a Local Overtime Procedure. The Committee also noted that while some employees are not included in the overtime listings due to a "waiver" which presumably references their unavailability for overtime, there are no other extenuating circumstances (e.g. temporary unavailability of an employee) referenced that should be considered when determining the equal distribution of overtime.

The Committee reviewed Paragraph F of the Relief Agreement which provides that Relief classifications will be treated as a separate classification in determining the equal distribution of overtime.

The Committee also reviewed P-RC 1456, which establishes the following formula to be used to determine if prearranged overtime has been equitably distributed and what the appropriate remedy is if overtime is not equally distributed.

1. Add up the total number of overtime hours worked by a classification in the headquarters.
2. Divide the total in #1 by the number of employees in the classification in the headquarters. (This represents each employee's equitable distribution of overtime.)
3. Compare the figure in #2 with each employees' actual and declined hours.
4. Where #2 exceeds #3, pay the employees the difference unless there are extenuating circumstances.

When applying this formula to the Pittsburg Operations Department, the following remedy is identified.

<i>Employee</i>	<i>Classification</i>	<i>Avg Hrs Worked by Classification</i>	<i>Employee Hrs Worked + Declined</i>	<i>Hours Due</i>
R. McKinney	SCO	60.8	45.5	15.3
T. Bell	CO	46.7	40	6.7
T. Doty	CO	46.7	44	2.7
T. Warren	Relief SCO	180.7	76.5	104.2
G. Rios	Relief SCO	180.7	133	47.7
R. Franklin	Relief SCO	180.7	152.5	28.2
W. Pate	Relief SCO	180.7	162	18.7
S. Clark	Relief CO	171.2	81.5	89.7
E. Bond	Relief CO	171.2	104	67.2
D. McClelland	Relief ACO	144.3	104	40.3
H. Carpenter	Relief ACO	144.3	128	16.3

Union opined that due to the wide spread in the distribution of overtime, the above remedy is insufficient to resolve the inequitable distribution of overtime in this case. Union proposed a revised formula that would give greater consideration to actual hours worked and include additional employees in the remedy.

Company noted that the issue of equal distribution of prearranged overtime has been a long-standing issue between the parties, and that the Company and Union jointly established a procedure in P-RC 1456 to determine the appropriate remedy when overtime is not distributed equitably. The Company believes that the formula provides for an effective remedy when overtime is not distributed equitably, as in the case at hand.

Decision:

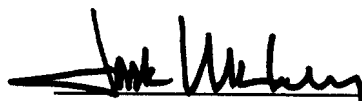
The grievants identified above should receive payment for the hours noted at the overtime rate. The Company and Union will review the effectiveness of the formula included in P-RC 1456 at the end of calendar year 1995 to ensure that it is an effective remedy in cases of inequitable distribution of overtime.

The Pre-Review Committee recommends that all supervisors review P-RC 1456 and that every effort is made to distribute overtime as equitably as possible. This case is closed on the basis of the above and such closure should be noted by the Local Investigating Committee.



DAVID J. BERGMAN
Director and Chief Negotiator

Date 9-29-94



JACK McNALLY
Business Manager

Date Sept 29, 1994

SARayburn(583-4281):