



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94105
(415) 973-1125

JAN 14 1993

**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

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED JAN 11 1993

Diablo Division Grievance No. DIA-91-9
P-RC 1567
Peninsula Division Grievance No. PD-92-12
P-RC 1628

DOUG VEADER, Company Member
Distribution Business Unit
Fact Finding Committee

KEN BALL, Union Member
Distribution Business Unit
Fact Finding Committee

LAURA SELLHEIM, Company Member
Distribution Business Unit
Fact Finding Committee

The Pre-Review Committee discussed these cases on December 3, 1992 and is returning them to the Fact Finding Committees to discuss an equity settlement. The Pre-Review Committee maintains jurisdiction over these grievances if the parties are unable to reach an agreement. The Fact Finding Committees are requested to forward a copy of their settlements to the Pre-Review Committee so that these files may be appropriately closed.

David J. Bergman, Chairman
Review Committee

Roger W. Stalcup, Secretary
Review Committee

Date 1-7-93

Date 1/7/93

SARayburn(223-1123): nj

PACIFIC GAS AND ELECTRIC COMPANY
MEMORANDUM OF DISPOSITION
LOCAL INVESTIGATING COMMITTEE REPORT NO. GG-PD-92-12
FACT FINDING COMMITTEE NO. 5268-92-154
(Pre-Review Case No. 1628)

MAY 27 1993

**CASE CLOSED
LOGGED AND FILED**

RECEIVED MAY 24 1993

FACTS OF THE CASE:

A Fact Finding Committee comprised of Ken Ball, Asst. Business Manager, Kathy Maas, IBEW Business Rep; Laura Sellheim, Sr. Labor Relations Rep; and Vern Wittman, Human Resources Rep met on April 15, 1992 to discuss this case. The case had been discussed on September 17, 1992 and had been referred to Pre-Review Committee for settlement at that time. After the Pre-Review Committee discussed the case on December 3, 1992 it was decided that the case be returned to the Fact Finding Committee to discuss an equity settlement.

DISCUSSION:

The Union's position is that an error occurred in the administration of Title 212 when the grievant was not called for Emergency Overtime due to a clerical error. In the past clerical errors which resulted in 212 bypasses have been paid. The grievant was available and entitled to be called-out on the emergency overtime assignment.

The Company's position is that the language of Subsection 212.11(b) provides for bypass pay when "the Company" makes a mistake in the administration of the 212 procedure. In this case, "the Company" (i.e. the on-call Supervisor) did not make a mistake in the call-out. Based on the information he was provided, the supervisor correctly followed the provisions of Title 212.

DISPOSITION:

Company and Union discussed the case at length. Company and Union agreed to an equity settlement representing 50% of the 12 hours of missed overtime. Based on this settlement, grievant will be paid for six (6) hours of overtime at the emergency overtime rate of pay.

PACIFIC GAS AND ELECTRIC COMPANY
MEMORANDUM OF DISPOSITION
LOCAL INVESTIGATING COMMITTEE REPORT NO. GG-PD-92-12
FACT FINDING NO. 5268-92-154

Kathy Maas
Kathy Maas, for the Union

Concur/~~Dissent~~

5-24-93
Date

Ken Ball
Ken Ball, for the Union

Concur/~~Dissent~~

5-24-93
Date

Laura Sellheim
Laura Sellheim, for the Company

Concur/~~Dissent~~

5/19/93
Date

Vern Wittman
Vern Wittman, for the Company

Concur/~~Dissent~~

5/17/93
Date