



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94102
(415) 973-1125

**CASE CLOSED
FILED & LOGGED**

JUN 18 1993

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 JUN 21 1993

**Pre-Review Committee File No. 1653
ENCON Grievance No. 3-2401-93-4**

**Bill McLoughlin, Chairman
ENCON
Joint Grievance Committee**

**Barry Humphrey, Chairman
ENCON
Joint Grievance Committee**

Subject of Grievance:

Alleged improper decision to discontinue work due to inclement weather.

Fact of the Case:

On January 6 and 7, 1993, the ENCON Gas T&D crews in the East Bay Area were sent home due to inclement weather. These crews were notified on January 5 not to report the following two days.

The Company based its decision on a disposal site that was closed, weather reports, and soil condition. The Field Superintendent received information from his Area Foreman on site conditions.

The Field Superintendent also received a message from the Superintendent to remind them of the current weather forecast and the cost involved for show up time.

Section 303.5 of the Agreement leaves the decision to shutting down a job to the exempt supervisor; input is required from the bargaining unit supervision when the exempt supervisor is unable to personally examine the worksite.

Discussion:

The Union argued that the Company relied on forecast and did not examine the worksite as well as not consulting the bargaining unit supervisor. The Union further argued that the Company violated Section 303.5 as well as 303.1 by not offering training or some other instructions.


The Company argued that it was the right decision to close the jobs down; that the forecasts were right; that at that time there was no productive training to offer.

Both the Company and Union agreed that the weather was inclement and also agreed the Company did not follow the provision of Section 303.5.

Decision:

The Company agrees to pay four hours to those employees sent home due to inclement weather on January 6 in the East Bay Area. This is due to the fact that the Company violated Section 303.5 of the Agreement, failure to consult with the bargaining unit supervisor when the exempt was unable to personally inspect the jobsite.

This case is closed without further adjustment.


RICK R. DOERING
Chairman
Review Committee


ROGER W. STALCUP
Secretary
Review Committee

Date: 6/18/93

Date: 6/11/93