



REVIEW COMMITTEE



IBEW

PACIFIC GAS AND ELECTRIC COMPANY
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RECEIVED NOV 10 1994

**CASE CLOSED
FILED & LOGGED**

NOV 10 1994

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

RICK R. DOERING, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

North Valley Division Grievance No. CHI-93-27
P-RC 1758

SUE AMPI, Company Member
Local Investigating Committee
North Valley Division

MICKEY HARRINGTON, Union Member
Local Investigating Committee
North Valley Division

Subject of the Grievance:

This case concerns the Company advising two shop stewards that they would not be paid overtime for their attendance at a Division Labor Management Meeting scheduled outside their regular work hours.

Facts of the Case:

The Union has appointed two System Operators who work rotating shifts to serve on the Union Committee during North Valley Division Labor-Management Meetings.

The North Valley Division Labor-Management Meeting was held on Wednesday, September 22, 1993. One of System Operators attended the meeting outside of her regular work hours and requested overtime pay.

Discussion:

The Pre-Review Committee noted that the Joint Statement of Facts is silent in regards to whether the Company and Union knowingly scheduled the Labor-Management Meeting outside the regular work hours of 2 Union committee members. The Joint Statement of Facts indicates the Company's position is that employees will not be paid overtime to attend a meeting outside their regular work hours.

The Union opined that they have the right to select the Union committee members of the Labor-Management Committee. By scheduling the meeting outside the regular work hours of two of the Union committee members, the Company is circumventing the Union selection process and is trying to dictate the composition of the Union committee. The Union believes that the Labor-Management Meeting should have been scheduled at a time that would have allowed all the Union committee members to attend the meeting.

The Company opined that it is possible that the schedules of the two Union Stewards were not known when the Labor-Management Meeting was scheduled or that it is not logistically possible to schedule a meeting during the regular work hours of all Union Committee Members.

Decision:

The Committee agreed that it has been the intent of the parties to consider attendance at a Labor-Management Meeting as time worked. If it is logistically not possible to schedule a meeting during the regular work hours of all committee members, the Pre-Review Committee suggests that the local charter be amended to allow for a change in the daily work schedule of Union Committee Members to allow them to work the day shift without the payment of overtime on the day Labor-Management Meetings are scheduled.

The Committee agrees that the grievant should be paid overtime for the time spent at the meeting and associated travel time. This case is closed on the basis of the above and such closure should be noted by the Local Investigating Committee.



JOHN A. MOFFAT, Chairman
Review Committee

Date 11/10/94



ROGER W. STALCUP, Secretary
Review Committee

Date 11/9/94