REVIEW COMMITTEE

PACIFIC GAS AND ELECTRIC COMPANY
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MARGARET A. SHORT, CHAIRMAN

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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BOB CHOATE, SECRETARY

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

Sacramento Grievance No. SAC-99-13
Sacramento Grievance No. SAC-99-39
Pre-Review Committee No. 10605
Pre-Review Committee No. 10606

Jayne Rocci-Smith
Company Member
Local Investigating Committee

Kit Stice
Union Member
Local Investigating Committee

Subject of the Grievance

These cases concern an emergency overtime assignment involving the call-out of an employee from Vacaville to complete a crew needed for a Rio Vista area emergency.

Facts of the Case

At Rio Vista there is only "one crew". The employees at Rio Vista are one Electric Crew Foreman and two Linemen. The first incident occurred March 20, 1999; the second on September 26, 1999. In both instances the two Rio Vista Linemen were called-out, the ECF was unavailable. The senior of the two Linemen was temporarily upgraded to ECF. A Crew Foreman from Vacaville was called-out to perform on the crew as a second Lineman.

Discussion

The Union contends Company should have called a Lineman from Vacaville, instead of an ECF since Lineman was the needed classification. Union stated that the contract defines the crew complement but does not cite for the record where that definition is to be found. Company contests that there is any prescribed crew complement with regard to the mix of classifications

The parties have agreed in several precedent decisions that Company has the right to work employees lower in the line of progression. An Electric Crew Foreman is qualified to perform as a Lineman.

The PRC notes that there is no copy of the Vacaville 212 sign-up list in the record and there is no named grievant. There has been no demonstration that anyone was signed up on the Vacaville list. That aside, the Committee reviewed PRC 1481 which addresses the utilization of additional resources from a second headquarters during emergency situations. That decision provides that if the additional resources must first report to their own headquarters, then the 212 sign-up list should be utilized. If the additional resources report directly from home to the headquarters with the emergency or to the job site, the 212 sign-up list at the second headquarters need not be utilized.

The record does not provide the specifics of these incidents, however, the LIC noted that Company has reviewed this type of situation with supervisors in the Rio Vista area, hopefully, eliminating further confusion.

The PRC reiterates that when employees sign the emergency list, they are making a commitment to be readily available and that Company should encourage such sign-ups by calling employees from the list when and as appropriate. As a final note, there is no contractual definition or precedent decision which requires Company to consider one headquarters over another when there is a need for additional employees.

Decision

The PRC agreed there was no contractual violation and these cases are closed without adjustment.

Margaret A. Short, Chairman
Review Committee

6/23/00
Date

Bob Choate, Secretary
Review Committee

6/23/00
Date