

Short, Margaret

From: Short, Margaret
Sent: Tuesday, May 15, 2001 5:50 PM
To: Ball, Ken; 'STamimi@Worldnet.ATT.net'
Cc: Grech, Frances
Subject: PRC 11668 - SactoCC OT Dist - 1997

Sam/Ken,

The above case was settled locally. I have a copy of the signed amended Company answer and the spreadsheet indicating payments to be made to the grievants. These payments, though have been added to the list of creditors for pre-petition claims.

By this email, we will consider this case closed as of 3/20/01, and will so note in the Grievance Tracking system.
Margaret Short



GRIEVANCE LOCAL UNION 1245 I.B.E.W.

Gr. No.

SAC-98-32

- Physical
Clerical

DIVISION Sacramento
DEPARTMENT Customer Service
HEADQUARTERS Sacramento Call Center
Applicable Contract Sections(s)
and/or Supplement(s) Title 12 and all other applicable
Sections of the Labor Agreement

GRIEVANT(S) I.B.E.W. Lo. 1245 and all Effected Employees

CLASSIFICATION(S) All Affected

ADDRESS(ES)

PHONE

SOCIAL SECURITY NO.

DISCUSSED BY:

Supervisor and Steward A. Edwards on 1/30/98
Personnel Dept. L. Mathews and Bus. Rep. W. R. Greer on 1/30/98

GRIEVANCE ISSUE: Continuation Sheet Attached

The Union contends that the OVERTIME in the Sacramento Call Center was not equally distributed to all employees in the department for the year 1997.

CORRECTION ASKED FOR: Continuation Sheet Attached

That the Company reimburse all affected employees all wages and benefits they have been denied as a result of Company action in this case.

Submitted by Wayne R. Greer under Section Title 9 on 1/30/98

Received for Company by L. Mathews on 1/30/98

COMPANY ANSWER: Continuation Sheet Attached

Settled per attached worksheet at LIC

For Company Philip Wix 3/20/01

SETTLED Payout to EEs @ Sac Call Center per attached worksheet

For Union Arlene Edwards 3/20/01

REFERRED TO:

- L.I.C. ON Meeting scheduled
Joint Grievance Committee on
Fact Finding Committee on
Review Committee on

CERTIFIED TO:

- Fact Finding on
Arbitration on

FOR OFFICE USE ONLY

- Settled
Withdrawn

F.F. No.
R.C.
ARB.



**LOCAL INVESTIGATING COMMITTEE
SACRAMENTO CALL CENTER
GRIEVANCE NO. SAC-98-32**

SUBJECT OF THE GRIEVANCE AS STATED BY THE UNION:

"The Union contends that the Overtime in the Sacramento Call Center was not equally distributed to all employees in the department for the year 1997."

CORRECTION ASKED FOR:

"That the Company reimburse all affected employees all wages and benefits they have been denied as a result of Company action in this case."

INVESTIGATION PROCEDURE:

A Local Investigating Committee met on March 19, 2001. Members of the Committee included Bob Uschmann, Shop Steward, and Arlene Edwards, Business Representative for the Union, and Robin Wix, Human Resources Advisor, and Dwyane Little, Efficiency Operations Supervisor, for the Company.

EXHIBITS:

1997 Overtime Grievance Worksheets
1997 Overtime Tracking Ending 12/97

FACTS OF THE CASE:

Company and Union agreed to use PRC-1456 as method for identifying equal distribution of overtime in the Sacramento Call Center.

Company and Union reviewed overtime worksheets outlining employees by classification who were below the average Actual Hours Worked compared to Total Hours for 1997. These sheets were compared to the overtime tracking document for 1997 to verify all effected employees.

Company and Union reviewed each employee's hours and any exceptions noted for them during the year.

Company and Union came to agreement to pay effected employees as per the attached Overtime Grievance Worksheets. All effected employees are noted as PAY in the exceptions column.

F/T CSR POT = None
F/T CSR EOT = 26 employees (Total hours = 68)
P/T CSR POT = 3 employees (Total hours = 60.25)
P/T CSR EOT = None
SSRII POT = 1 employee (Total hours = 42.25)
SSRII EOT = None
F/T SSR1 POT = 5 employees (Total hours = 138.75)

LOCAL INVESTIGATING COMMITTEE
SACRAMENTO CALL CENTER
GRIEVANCE NO. SAC-98-32

F/T SSR1 EOT = None
P/T SSR1 POT = 1 employee (Total hours = 52.5)
P/T SSR1 EOT = None
Utility Clerk POT = 1 employee (Total hours = 6)
Utility Clerk EOT = None

Union and Company agreed that payout would be at 1997 wage rate for each employee.

COMPANY POSITION:

Company is in full agreement with utilizing PRC-1456 and paying the effected employees as per the attached worksheets.

UNION POSITION:

Union is in full agreement with utilizing PRC-1456 and paying the effected employees as per the attached worksheets.

DISPOSITION:

The Local Investigating Committee was able to come to a resolution on this grievance and signed, settling this case.

FOR THE COMPANY:

Robin Wix 3/20/01
Robin Wix Date
HR Advisor

Dwyane Little 3/20/01
Dwyane Little Date
Efficiency Operations Supervisor

FOR THE UNION:

Arlene Edwards 3-20-01
Arlene Edwards Date
Business Representative

Bob Uschmann 3/20/01
Bob Uschmann Date
Shop Steward