

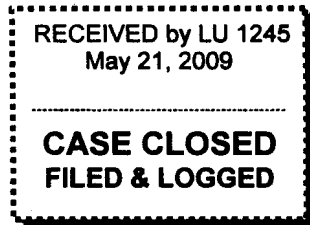


PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N2Z  
P.O. BOX 770000  
SAN FRANCISCO, CA 94177  
(415) 973-6725

JOHN MOFFAT, CHAIRMAN

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

## REVIEW COMMITTEE



**IBEW**



INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

BOB CHOATE, SECRETARY

### **Pre-Review Committee No. 18218 Energy Delivery – W&R – North Bay**

Carol Quinney  
Company Member  
Local investigating Committee

Joe Osterlund  
Union Member  
Local Investigating Committee

#### Grievance Issue:

This case concerns upgrading Work and Resource Coordinators to the Lineman rate of pay as per LA 06-48 for all hours worked when assessment of primary energized circuit had been performed during the day. The question is the definition of the work period that the upgrade is to be paid relative to emergency work that the work is outside of the job description of the WRC.

#### Facts of the Case:

The current practice is outside of regular work hours the only time the upgrade is paid to the WRC is when they are performing the work of the WRC which includes clearance assessments.

The Company stated that it is unrealistic to have to pay the WRC the upgrade when they are assisting crews in the field and not performing the duties of a WRC that includes clearance assessments.

#### Discussion

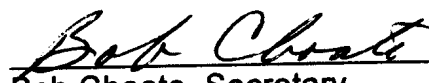
The intent of the Work and Resource Coordinator was to have work ready to build by the crews and to assure that the crews were properly scheduled. It was not anticipated that they would be working overtime as crew members or making assessment during storms. The language for the upgrades was placed into the agreement to address the issue of electrical clearances that came up in their daily work. The payment was for the full day. In considering that full day what was contemplated was a normal work day. If the work performed on overtime is clearance work then they should be compensated for the overtime period. If the work is unrelated to the clearance then the employee should be compensated at the base rate of pay plus the overtime component.

Decision

This case is considered closed based on the discussion above.

  
\_\_\_\_\_  
John A. Moffat, Chairman  
Review Committee

5/20/09  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Bob Choate, Secretary  
Review Committee

5/20/09  
\_\_\_\_\_  
Date