



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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RECEIVED by LU 1245
July 19, 2012

**CASE CLOSED
FILED & LOGGED**

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

DOUG VEADER, CHAIRMAN
DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr., SECRETARY

Pre-Review Committee Numbers 19591, 19592, 19593, 19761, & 19777 Electric Operations – Electric T&D - Various

Debbie Sargent
Monica Oakes
Jeff Neeley
Company Members
Local Investigating Committee

John Mendoza
Mike Grill
Darryl Norris
Union Members
Local Investigating Committee

Subject of the Grievance

These cases concern the Company's use of Service Crews.

Facts of the Case

The Company piloted two-person service crews beginning in August of 2006 through Letter of Agreement R1-06-PGE. Participants in the pilot were scheduled to work four 10-hour days, Friday through Monday. The pilot was extended through subsequent letters of agreement until December 31, 2008. As provided for in the letter agreements, members of the Service Crews were paid 5% over their base classification.

The 2008 General Negotiations resulted in an agreement for the establishment of Service Crews on a regular basis at headquarters agreed to with the Union. The members of regular Service Crews were to be paid 8% over their base classification. The Company continued the pilot Service Crews into 2009 while the parties discussed the establishment of regular Service Crews. Ultimately, the parties did not reach agreement on the establishment of Service Crews at any locations. On September 5, 2009, the Union requested that the Company end the pilot Service Crews and the grievants were returned to their previous work schedules by November 21, 2009.

These grievances were filed on behalf of members of pilot Service Crews in Woodland, Concord, Fresno, and Stockton asking that the employees be paid overtime for the hours worked on the 4-10 Friday through Monday schedule since the expiration of the letter agreement on December 31, 2008.

Discussion

The Committee noted that the duties performed by the pilot Service Crews during the pilot were the same as the duties agreed to for the regular Service Crews. Had the parties agreed to the establishment of regular Service Crews at the four pilot locations identified in these grievances, the grievants would have been entitled to be paid 8% above their base classification.

Given the above, the Committee agrees that an equity settlement is in order which reflects the intent of the agreement and recognizes the 3% differential between the 5% premium the grievants received and the 8% premium they were entitled to under the January 1, 2009 agreement. The Committee agrees to an equity adjustment of \$3,000 for each grievant which approximates this differential.

Decision

These grievances are closed on the basis of the \$3,000 equity settlement described above. Additionally, the Committee agrees to close without adjustment Grievance Numbers 17342, 19822, and 19859, which involve other issues associated with Service Crews.

Doug Veader 7/13/12
Doug Veader, Chairman Date
Review Committee

F.E. (Ed) Dwyer Jr. 7/19/2012
F.E. (Ed) Dwyer Jr, Secretary Date
Review Committee