

# REVIEW COMMITTEE

## PG and E

## IBEW

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
L.N. FOSS, SECRETARY

### REVIEW COMMITTEE DECISION

D.J. BERGMAN, CHAIRMAN

Review Committee File No. 1284-73-68  
San Jose Division Grievance No. D.Gr/C 8-73-20

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

#### Subject of the Case

In 1973, San Jose Division started scheduling Relief First Operators on a basic shift of 3:00 PM - 11:00 PM at both Metcalf and San Mateo Substations.

#### Discussion

Union filed a grievance in May, 1973 protesting the changes, arguing that the Labor Agreement and its related documents, specifically, the Labor Agreement Clarification, Titles 202, 205 and 208, Utilization of Relief Shift Employees, dated November 1, 1967 and the Labor Agreement Clarification, Titles 202 and 208, Hours of Relief Shift Employees, dated November 1, 1967, did not allow the Company to schedule Relief Shift Employees a basic shift of other than Monday through Friday, 7:00 AM - 3:00 PM, or commonly known as the "day shift." The parties have had numerous discussions relative to the 1967 Labor Agreement Clarification, primarily the "hours of work" of Relief Shift Employees when not assigned the relief of another employee. The Agreement is clear that Relief Shift Employees have regularly scheduled work hours, workdays and workweeks. However, the Agreement is silent on the actual shifts to which Relief Shift Employees may be assigned as a regular work schedule. Actual practice is clear; relief operators traditionally have been assigned to the "day shift." Subsequently, during the period of time that the Review Committee was considering the case, the parties were in interim negotiations concerning the training of distribution, substation and hydro operators which included, in part, proposals to amend the hours of work of Relief employees in the Electric Operating departments to provide for non-relief assignments on all standard operating shifts. The proposed amendment was withdrawn prior to reaching agreement on March 25, 1975. The same proposal for all Relief employees was reintroduced into wage bargaining during December, 1975 and it too was withdrawn prior to reaching a settlement.

#### Decision

In view of the foregoing, it is the decision of the Review Committee that Messrs. Brannon, Heiser, Madden and Talbott are entitled to additional pay at the 1/2 time rate, starting in May, 1973 and ending January, 1975, for all 3:00 PM - 11:00 PM shifts worked Monday through Friday not relieving an absent employee. On the basis of the wage adjustments provided herein, this case is considered closed.

#### FOR UNION:

W. H. Burr  
E. R. Sheldon  
L. N. Foss


#### FOR COMPANY:

J. A. Fairchild  
P. Matthew  
D. J. Bergman

By



By



Date

Sept 21, 1976

Date

September 21, 1976

**PG and E**

**FOR INTRA - COMPANY USES**

DIVISION OR DEPARTMENT      Disbursement Accounting  
 FILE NO.                      116  
 RE LETTER OF  
 SUBJECT                      Review Committee File No. 1284

INDUSTRIAL RELATIONS

AUG 24 1976

IWB  
 LVA  
 DJB

LVB  
 MMC  
 PMH

PNL  
 RTO  
 RLS

August 24, 1976

NOTED

AUG 25 1976

MR. D. J. BERGMAN:

I.W.B.

We have calculated the exact amounts as requested in your letter of August 11, 1976 due four employees in San Jose Division as a result of Grievance No. D. GR/C8-73-20.

Following are amounts due each employee.

- M. K. Brannon, 527-18-1953 - \$3,280.72
- J. M. Heiser, 556-48-7501 - \$2,242.92
- J. C. Madden, 447-16-2581 - \$1,744.00
- W. R. Talbott, 570-68-9899 - \$ 298.08

*A. W. DeFo*  
 A. W. DEFOE

DCSlocum(1136):sfw