

# REVIEW COMMITTEE

**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94108  
(415) 781-4211, EXTENSION 1125

**IBEW**



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.V. BROWN, CHAIRMAN

L.N. FOSS, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee File No. 1384-75-13  
North Bay Division Grievance No. D.Gr/C 4-74-27  
Change of Work Schedules

Review Committee File No. 1390-75-19  
Coast Valleys Division Grievance No. 18-75-7  
Straight Days to Rotating Shifts.

May 6, 1976

MR. W. H. MOORE, Chairman  
North Bay Division  
Joint Grievance Committee

MR. D. W. PHIPPS, Chairman  
Coast Valleys Division  
Joint Grievance Committee

Attached is a Labor Agreement Clarification and Ad Hoc settlement agreed to by the Ad Hoc Committee on April 8, 1976 relative to the above-subject grievances.

It will be in order for the Joint Grievance Committees to close out the grievances in accordance with the above and so note the closures in the minutes of your next Joint Grievance Committee meetings.

L. V. BROWN, Chairman  
Review Committee

L. N. FOSS, Secretary  
Review Committee

DJBergman:rto

cc: JGFoster  
WLMurray  
IWBonbright  
JAFairchild  
PMatthew  
Personnel Managers

# PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

February 2, 1976

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

As a result of Ad Hoc negotiations relative to the question of establishing shifts at Company's power plants during periods of start-up or testing, Company proposes to revise Paragraph A of the Labor Agreement Clarification on Section 202.17 of Title 202 Hours as shown on the attached.

The Ad Hoc Committee agreed further to settle the issues raised in Review Committee Case #1390-75-19 (Coast Valleys Division) and Review Committee Case #1384-75-13 (North Bay Division) by application of the provisions of the revised Labor Agreement Clarification on Section 202.17 of Title 202 Hours.

If you are in accord with the above proposal and its attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. R. Bright*  
Manager of Industrial Relations

The Union is in accord with the foregoing and its attachment and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

April 8, 1976

By *L. L. Mitchell*  
Business Manager

Revise Paragraph A of the Clarification to  
Section 202.17 of Title 202 Hours as Follows:

**A. General Application of Section 202.17**

**1. Application to Day Employees**

a. Section 202.17 provides for the scheduling of day employees at other than regular work hours. For the first four work days of any such situation they receive overtime compensation for all work performed outside of regular work hours.

b. Section 202.17 can be applied only when the work to be performed falls within one of the categories listed in Subparagraphs (a), (b), (c) or (d)\* of the Section.

c. Although "shifts" are established under Section 202.17, the employees assigned to these "shifts" do not fall within the classifications listed in Exhibit III of the Agreement. They are still considered to be within the same group with which they are regularly affiliated (day employees) except that they are scheduled to work for periods of eight hours or more at other than their regular work hours. Their regular days of work, however, remain the same as the days in the basic workweek of their regular schedule. They are entitled to overtime for any work performed outside the new scheduled hours unless they:

(i) are reassigned by reason of the provision to rotate because the work extends beyond four workweeks,

(ii) are returned to their former regular work hours due to an unanticipated interruption of work as provided for in ITEM "Q," or

(iii) resume their regular schedule of work hours as provided for in Section 202.18.

Time worked by employees on their non-work days is covered by the overtime provisions of Section 208.1.

**2. Application to Shift Employees**

a. The application of Section 202.17 to shift employees is limited to the start-up or testing of an entirely new facility or of a new unit at an existing facility. Such application is further limited to situations where additional shift employees have been added at an existing facility and have not been integrated into the normal shift rotation for the operating portion of such facility, or where shift classifications have been established at a new facility, and plant operations have not started.

b. Section 202.17 provides for the changing of shift employees (other than relief employees), assigned to static day shifts, to other shifts under the conditions outlined below. Such other shifts shall either be one of the following standard rotating operating shifts (6-2, 7-2, 7-4; 7-2, 6-2, 7-4; 7-2, 7-2, 6-4; 10-4; 5-2;) or a rotating shift providing for two 12-hour work days with no overlap. Employees who have their shifts changed

pursuant to Section 202.17 shall receive overtime compensation for all work performed on the first four work days worked outside of the hours of the day shift they were assigned to immediately prior to application of Section 202.17.

c. Shift employees assigned to a Section 202.17 shift shall be entitled to overtime for any work performed outside the new scheduled hours unless they:

(i) are assigned by reason of the provision to rotate because the work extends beyond four workweeks,

(ii) resume their static day schedule of work hours as provided for in Section 202.18, or

(iii) are placed into the rotating schedule for normal plant operation.

Time worked by employees on their non-work days of the 202.17 schedule is covered by the overtime provisions of Section 208.1.