



# REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
215 MARKET STREET, ROOM 916  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 973-1125

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  
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Santa Rosa Division Grievance No. RW-SR-04-64-89-15-05  
Review Committee File No. 1677-89-2

May 17, 1990

SHELLEY VERBIN, Company Member  
Santa Rosa Division  
Local Investigating Committee

Larry Pierce, Union Member  
Santa Rosa Division  
Local Investigating Committee

The above-referenced grievance was referred to an Ad Hoc Committee as Ad Hoc Case No. 89-11 and is being returned to the Local Investigating Committee for re-examination in light of the decision in Arbitration Case No. 170. The Review Committee retains jurisdiction in the event the Local Investigating Committee is unable to resolve the grievance.

DAVID J. BERGMAN, Chairman  
Review Committee

ROGER W. STALCUP, Secretary  
Review Committee

RRD:mc

cc: Doug Veader

MEMORANDUM OF DISPOSITION

FACT FINDING NOS. 4410-89-5  
4595-89-190  
4481-89-76

REDWOOD REGION GRIEVANCE NOS. RW-SR-04-64-88-82-18  
RW-SR-04-64-88-90-20  
RW-SR-04-64-89-58-17  
RW-SR-04-64-89-15-05

MAY 17 1993  
CASE CLOSED  
LOGGED AND FILED

RECEIVED MAY - 7 1993

SUBJECT OF GRIEVANCES

The Union alleged that Change of Party (CP) work was being done, inappropriately, by employees other than Gas Servicemen.

DISCUSSION

The Fact Finding committee met in Santa Rosa on April 22, June 24, and July 22, 1992. The Committee consisted of Shelley Brott, Russian River Division Human Resources Manager; Doug Veader, Sr. Labor Relations Representative; Larry Pierce, IBEW Business Representative; and Ken Ball, IBEW Business Representative. They reviewed the facts of the cases as previously outlined in the Local Investigating Committee reports.

The cases involved employees other than Gas Servicemen performing CPs in the Santa Rosa and Petaluma headquarters. It was decided in Arbitration 170 that the work should be given back to the Gas Servicemen. However, the issue of overtime due remained to be settled.

The Fact Finding committee discussed the four cases, and determined that two of the cases were settled by returning the work to the gas service department. Discussion about the remaining two cases centered around the question of whether the servicemen would have actually done the work on overtime, and if so, how much time would have been worked. The Company's position was that the work would not necessarily have been done on overtime by the Gas Servicemen. The Union's position was that overtime would have been automatic, based on the servicemen's staffing at that point.

DISPOSITION

Although the committee could not agree on a specific number of overtime hours, it was agreed to settle the case with an equity settlement. Specifically, the current Santa Rosa servicemen will be given two hours straight time pay each, based on the 1989 wage rate. This equity settlement is made without prejudice to the position of either party. This case is hereby closed.

Shelley Brott 10.2 (CONCUR/DISSENT) 10-2-92  
SHELLEY BROTT, For Company DATE

Doug Veader (CONCUR/DISSENT) 10-12-92  
DOUG VEADER, For Company DATE

Larry Pierce (CONCUR/DISSENT) 5-5-94  
LARRY PIERCE, For Union DATE

Ken Ball (CONCUR/DISSENT) 5-5-94  
KEN BALL, For Union DATE