



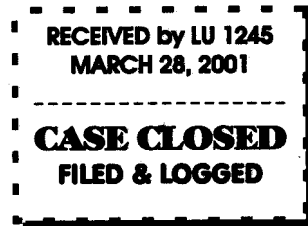
REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4282

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(925) 933-6060
SALIM A. TAMIMI, SECRETARY

Review Committee No. 10462 (BAK-99-18)
Review Committee No. 10464 (BAK-99-20)

Jeff Neeley
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance

These cases concern the establishment of a 9:30 a.m. to 6:00 p.m. Monday-Friday work schedule for an Electric crew that previously worked a Monday-Friday, 7 a.m. to 3:30 p.m. schedule and utilizing that crew in lieu of a 212 call-out.

Facts of the Case

Company established a four person "late crew" effective April 19, 1999. The implementation of this schedule was first discussed with the Union at a Labor-Management meeting on November 30, 1998. The Business Representative had additional meetings with the employees to discuss the reasons for the late schedule and how it would be staffed. As there were no volunteers, Company assigned the junior employees in the needed classifications: 2 Linemen and one T&D Assistant. The Crew Foreman position was filled through Title 205 by the successful bidder, a Lineman/Bakersfield.

The Superintendent testified to the LIC that the reason for establishing this schedule was to reduce emergency response time, that emergencies occurring after hours were taking between two and three hours per call-out.

The LIC determined that between April 19, 1999 (implementation date) and June 4, 1999, a period of 35 workdays, the crew worked overtime beyond 6 p.m. on 16 days. Later, the Review Committee asked for updated information. Between June 1999 and November 2000, the late crew worked OT on 36 days.

The second grievance concerns the late crew working in the service territory of surrounding headquarters. The LIC report contains no information on this issue and the response to the Review Committee request indicated "employees generally decline to work adjacent Service Centers unless they go as an entire crew. They generally choose to work within their own service territory."

Discussion

Union opined that the use of the late crew violated a local agreement that provides for the utilization of the weekly 212 sign-up list for emergencies occurring after 2:30 p.m.

Company responded that Section 202.5(a) is very clear that Company may establish a 9:30 a.m. to 6 p.m. M-F schedule with 30 days prior notice to the Union. Company complied with the notice requirement.

With regard to the second issue of the late crew working in another service territory, the RC noted that there have been numerous precedent grievance settlements that the speed with which service can be restored is the determinant as to whether a crew already in the field is dispatched to an emergency or whether the 212 list is utilized.

Decision

The parties agree that no contractual violation occurred and these cases are closed without adjustment.

For the Company:

Margaret A. Short
Ernie Boutte
Dave Morris
Malia Wolf

By: Margaret Short

Date: 3/28/01

For the Union:

Sam Tamimi
William R. Bouzek
Ed Dwyer
Sherrick A. Slattery

By: Sam A. Tamimi

Date: March-28-2001