

COPY

PACIFIC GAS AND ELECTRIC COMPANY

COPYINDUSTRIAL RELATIONS
741.1

Inclement Weather

March 19, 1963

MESSRS. L. H. SMITH	H. A. LEE
F. Y. KRAFT	V. C. REDMAN
K. C. PORTER	L. J. BRUNDIGE
W. D. SKINNER	L. W. BRILLHART
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E. S. DAY	H. W. HABERKORN
R. L. HAYDEN	

In recent months the Review Committee has received grievances concerning work performed during periods of inclement weather. This subject has also been the matter of discussion between the Company and the Union both during the last negotiating session and in past years. Various statements have been quoted and no doubt misquoted with respect to the Company's interpretation of Title 203 on this subject. Therefore, to insure that Company's intent is understood, the following information, which was issued from this office in 1950, is being reissued at this time:

"We believe that the Inclement Weather Practice provisions as enumerated in the contract are generally being misconstrued owing to the injection of interpretations relating to emergency work. While the language as expressed in...the contract indicates that emergency calls shall be answered by employees who are held pending such calls, it also clearly indicates that the reference is made to employees who report for work on a work day but are not required (by Company) to work in the field because of inclement weather.

"There is no expression in such provision which limits the Company in the assignment of work as required. Requirements must be determined by the supervisor in charge. However, it is his responsibility in making decisions as to whether employees shall work or not, to properly evaluate the consequences of requiring them to work under conditions which may be adverse to their health and safety."

/s/ V. J. Thompson

LVBrown:RS

cc: HPBruan

EHFisher

Division Personnel Managers
and SupervisorsCOPY

COPY

PACIFIC GAS AND ELECTRIC COMPANY

EAST BAY - DIABLO DISTRICT - ELECTRIC

751.2 x 741.1

Incident Weather Practices

March 13, 1973

RE: A. T. DUFFIN:

In accordance with our previous discussion in regards to Incident Weather Practices and policies, as agreed, this subject has been covered at the Concord Accident Prevention meeting of March 6, 1973 and at the Walnut Creek meeting of March 8.

The text of the discussion was the letter of March 19, 1963, file 741.1, subject Incident Weather, by V. J. Thompson. This letter was read to each group with expansion on the third paragraph, assignment of work as required. This expansion pointed out that it was not our intention to arbitrarily work our employees in the rain - example: If we had a customer living in a house without service we would classify this as required work and expect the employees assigned to this work to complete it in the rain. Also if through misinformation a Foreman found through discussion with the customer that service was not needed until the next day, he should in turn get in touch with his supervisor for further discussion regarding this particular case, keeping in mind that the next day it could also be raining with the possibility of more severe weather conditions than the day in question.

Further discussion was on the use of hot tools in the rain, reviewing A. P. Rule No. 504, paragraphs E and L. Rules were read and discussed.

To the best of my knowledge each employee fully understands our Incident Weather Practices and the use of hot tools in the rain.

This same subject will be discussed at the Antioch Accident Prevention meeting of March 15.

JEBAC


L. B. ZIMMER

SES:ab

cc KPServer
KMSone
KMoore
vHPetercz

Tiddle

IBEW 5-15-44 Article IV, Section 15(a)
Weekly employees who, after reporting for work on a scheduled work day, shall not be required to work in the field because of inclement weather or other similar causes shall receive pay for the full day. During such day they may be held pending emergency calls, and may be given first aid, safety or other instruction, or may be required to perform miscellaneous work in the yard, warehouse or on other Company property.

IBEW 5-26-44 Article IV, Section 15(a)
Weekly employees who report for work on a work day, but are not required to work in the field because of inclement weather or other similar cause, shall receive pay for the full day. During such day they may be held pending emergency calls, and may be given first aid, safety or other miscellaneous work in the yard, warehouse, or in any other sheltered location.

IBEW 1-1-47 Article IV, Section 15(a) SAME AS ABOVE

UWUA 1-1-47 Article XIII, Section 9 (a)
Weekly employees who report for work on a work day, but are not required to work in the field because of inclement weather or similar cause, shall receive pay for the full day. During such day they may be held pending emergency calls, and may be given first aid, safety or other instruction, or may be required to perform miscellaneous work in the yard, warehouse, or in any other sheltered location. This subsection shall not apply to the Central Supply Department or to the Building Department of Company's General Office

IBEW 9-1-50 Section 27 SAME AS 1947 IBEW

UWUA 8-15-44 Article XII, Section 9(a), SAME AS 1947 UWUA

IBEW 9-1-52 Title 203, Section 203.1

Weekly employees who report for work on a work day, but are not required to work in the field because of inclement weather or other similar cause, shall receive pay for the full day. During such day they may be held pending emergency calls, and may be given first aid, safety or other instruction, or may be required to perform miscellaneous work in the yard, warehouse, or in any other sheltered location.

IBEW 9-1-53 SAME AS ABOVE

IBEW 9-1-54 Title 203, Section 203.1

Regular employees who report for work on a work day, but are not required to work in the field because of inclement weather or other similar cause, shall receive pay for the full day. During such day they may be held pending emergency calls, and may be given first aid, safety or other instruction, or may be required to perform miscellaneous work in the yard, warehouse, or in any other sheltered location. (As amended 9/1/54.)

IBEW 7-1-56, 7-1-57, 7-1-59 and 7-1-60 SAME AS ABOVE