

REVIEW COMMITTEE

PG and E

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

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Coast Valleys Division Grievance No. 18-51-76-51
P-RC 284
Bypassed For Prearranged Overtime, Rigger

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.N. FOSS, SECRETARY

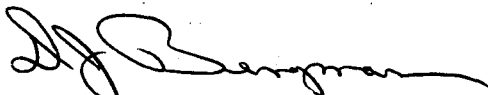
March 20, 1978

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

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Section 1 B(2) of the Review Committee procedure, to the Joint Grievance Committee for settlement in accordance with the following:

In view of the Joint Grievance Committee's addendum to the Joint Statement of Facts, the Pre-Review Committee is of the opinion that Section 208.16 of the Physical Labor Agreement does not contemplate combining prearranged overtime work as a result of a travelling assignment and prearranged overtime at an employee's regular headquarters. The Agreement, however, does require that prearranged overtime will be distributed equitably over a given period of time, usually a calendar year. The concept of equitable distribution at the end of the accounting period generally obligates the Company to offer prearranged overtime assignments as evenly as practicable, but not in every case will the employee with the least amount of prearranged overtime be contractually entitled to work or pay as if he had worked when bypassed. Item 4(4) of the Joint Grievance Committee addendum received January 3, 1978, is inappropriate, and the case should be resolved on the basis that there was some question relative to the grievant's qualifications and, therefore, closed without adjustment.

The parties should locally attempt to develop a prearranged overtime guideline excluding prearranged overtime hours worked on travelling assignments and consider equitable distribution on the basis of actual time spent at the regular headquarters. The case is considered closed on the basis of the foregoing, and the closure should be so noted in the minutes of your next Joint Grievance Committee meeting.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: FCMarks
IWBonbright
LVBrown
Personnel Managers