

REVIEW COMMITTEE

PG and E

IBEW



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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

Humboldt Division Grievance Nos. 19-59-77-24
and 19-67-77-32

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

P-RC 323 and 324
Denied Prearranged Overtime; Use of Calibrated
Dosimeter Instead of Film Badge For Radiation
Exposure

January 16, 1978

MR. R. W. LARSON, Chairman
Humboldt Division
Joint Grievance Committee

The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are 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:

Grievance No. 19-59-77-24 (P-RC 323)

The grievance concerns the prearranged overtime assignments on May 21, 28 and 30, 1977. The grievants, Radiation and Process Monitors, are alleging that they should have been offered prearranged overtime and are requesting payment as if they had worked the hours in question. The Joint Statement of Facts indicates that the plant was shut-down for overhaul; the prearranged overtime schedules were established for the Radiation and Process Monitors; and the subsequent overtime assignments were assigned by utilizing the volunteers with the least amount of recorded prearranged overtime hours. The record is void of a prearranged overtime procedure as provided for in Section 208.16 of the Agreement and until one is made available to the Review Committee, which includes the accounting period established for the distribution of prearranged overtime, the number of hours worked by all employees in a given classification and the hours refused by employees in a given classification, a contract violation cannot be determined. Additionally, the record is unclear as to whether or not Section 208.23 of the Agreement was given due consideration. Until this is done, the Review Committee will not docket the case on the agenda of the Review Committee.

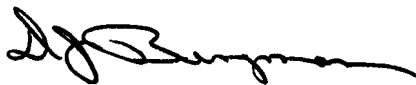
January 16, 1978

Grievance No. 19-67-77-32 (P-RC 324)

The grievance concerns the Company's establishment of a procedure that requires employees to give up their film badges and use a calibrated dosimeter while going into the reactor head area. The grievants are alleging that this is in conflict with past practice and is a change in their working conditions. The Division's position is that this change is approved by the NRC and provides for instantaneous and accurate method of monitoring radiation exposure of employees working in high energy intensity areas.

The Pre-Review Committee, in reviewing this case, is somewhat puzzled by the correction asked for inasmuch as the record does not support a finding that the change in practice in any way changes the conditions of employment of any employee to their disadvantage. Until this is done, the grievance will not be accepted by the Review Committee. Further, if the contention is one of safety, the grievance should be referred to the safety grievance procedure as provided for in Title 105 of the Labor Agreement for settlement.

After the investigation is completed, the Joint Grievance Committee should endeavor to resolve the grievance. If not, the case should be returned to the Review Committee, accompanied by a complete report of the Committee's findings of fact.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: RAtkins
IWBonbright
LVBrown
WJEddy