

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94108
(415) 781-4211, EXTENSION 1125

CASE CLOSED OCT 5 1982
LOGGED AND FILED

IBEW 

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED OCT - 5 1982

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Shasta Division Grievance Nos. 13-146-81-7 & 13-156-82-1
P-RC Nos. 691 & 749

September 27, 1982

MR. E. M. CONWAY, Company Member
Shasta Division
Local Investigating Committee

MR. R. M. HAFNER, Union Member
Shasta Division
Local Investigating 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 Step Five A(ii) of the grievance procedure to the Local Investigating Committee for settlement in accordance with the following:

P-RC No. 691

The issue in this case is whether or not the Company has a contractual right to assign a Relief Operator from Cottonwood Substation in Shasta Division to relief work at Round Mountain Substation in the same Division and District. These substations are approximately 45 road miles apart.

The specific language of the Agreement in question is the job definition for Relief Operator in the Division Electric Operating Departments, Exhibit VI-L, Page 35, Title 600. Such definition states in part that a Relief Operator is a journeyman System Operator whose primary duties at one or more attended operating locations are to stand shifts as assigned, relieve other operators and perform the duties of a Roving/Utility Operator. In the present case, one of the three Relief System Operators at Cottonwood Substation was cross-trained to relieve at Round Mountain Substation which had only one Relief Operator. At the time the grievance was filed, the Cottonwood Relief Operator indicated that he had relieved twice at Round Mountain. The grievant in this case is the Local Union filing on behalf of the right of the Operators at Round Mountain who were denied the opportunity to work the vacant shifts taken by the relief from Cottonwood.

This issue, while not new to the parties, has not been the subject of numerous, previous grievances; however, in those few cases which the parties have resolved, the Company and Union do agree that it is appropriate to use a Relief Operator headquartered in one attended operating center to relieve at

another operating center. However, the parties have further agreed that when the operators are so utilized that all of the provisions of the "Utilization of Relief Shift Employees" Labor Agreement clarification will be in effect. Specifically, that means that a Relief Operator in Substation A will be considered as part of the relief complement in Substation B if the relief at A is used to relieve at B. Such Relief Operator would then be considered as one of those employees in the appropriate relief shift classification noted in Paragraph 3(a) of the above clarification and will otherwise be considered unless the employee falls under the six conditions outlined in that Section which would make the employee unavailable.

Applying that principle to the instant case, if the Relief Operator(s) at Cottonwood are to be used at Round Mountain, they will then be considered under the clarification as reliefs at either station and such employees will be used in relief, assuming they are qualified, prior to moving to Paragraph 3(b) or (c) under the clarification.

On the basis of the above, the Committee agrees that the grievance will be settled with the understanding that if the Division chooses to continue to provide relief between substations, then such relief assignments should be made in accordance with the decision and discussion noted above. The Committee further recognizes that Shasta Division Grievance No. 13-141-81-2, Fact Finding Committee No. 2052-81-241, was settled in the Division concluding that there was no violation of the Agreement at that time when the Relief Operator at Cottonwood was denied the opportunity to work a vacant shift at Round Mountain. That grievance settlement was correct since the assignment would have required the Relief to work more than 16 consecutive hours (including travel time) which is disallowed by Paragraph C.3. (a) (5) of the Utilization of Relief Shift Employees clarification. The larger issue of that relief question is now being outlined in this case. In the future, if the Relief Operators at Cottonwood are to be used at Round Mountain, they will conform to the principles previously outlined; and the Cottonwood relief will have the contractual right of consideration to relief opportunities at Round Mountain.

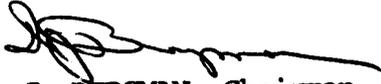
P-RC No. 749

On the basis of the above discussion and decision, the Committee concludes that the grievant in this case, the Relief Operator at Round Mountain, was improperly denied the opportunity to work the vacant first shift on January 29, 1982. He should, therefore, be compensated at the appropriate overtime rate as if he had worked that shift.

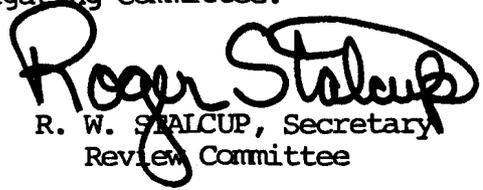
If the Division decides to use the relief procedure outlined in P-RC No. 691, then the Round Mountain Relief will take his chances for relief opportunities with those qualified Relief Operator(s) out of Cottonwood.

One final comment, with respect to qualifications, the Committee understands that only one of the three Reliefs at Cottonwood is presently trained to relieve at Round Mountain. We recommend that all the Reliefs at Cottonwood be trained for Round Mountain relief, in seniority order, if the Division elects the options of dual-station relief.

This case is considered closed on the basis of the foregoing, and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



R. W. SEALCUP, Secretary
Review Committee

PEPettigrew(1123):ml/rlm

- cc: RJLaRue, Jr.
- LCBeanland
- IWBonbright
- FCBuchholz
- GClerk
- RHCunningham
- NRFarley
- DAOkabayashi
- TCPhebus
- WKSnyder
- JBStoutamore
- CPTaylor
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- Division Personnel Managers