

**REVIEW COMMITTEE****PG and E**

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

**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  
R.W. STALCUP, SECRETARY

**CASE CLOSED** NOV 15 1982  
**LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

RECEIVED NOV 12 1982

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1569-82-59  
P-RC 776

October 29, 1982

MR. R. A. CLARK, Company Member  
East Bay Division  
Local Investigating Committee


MR. S. A. TAMIMI, Union Member  
East Bay Division  
Local Investigating 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 Step Five A(iii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This grievance involves the call-in policy for the Central District Customer Services Department, East Bay Division. This policy is outlined in a memo dated February 24, 1982. The Union contends that requiring employees to call between 7:45 a.m. and 8:00 a.m. and speak to a supervisor is unreasonable and impossible. The Union is asking the Company to rescind the memo and establish procedures which the employees could follow.

On reviewing the written grievance and the Joint Statement of Facts, the Pre-Review Committee is uncertain as to precisely what the issue is. We are unclear as to whether the dispute is over the call-in time; the requirement of contacting a supervisor when calling in sick; or the telephone numbers to be used when calling in sick. In any event, the Committee believes that a policy such as the one in question, is not necessarily unreasonable. However, there appears to be some administrative details in the policy which the local parties are better equipped to resolve.

On that basis, this case is being removed from the Pre-Review Committee agenda and referred to the Local Investigating Committee for an attempt to resolve. The Committee recommends that if the Local Investigating Committee is unable to settle this case that it refer it to the Joint Grievance Committee for discussion at the Division level.

  
D. J. BERGMAN, Chairman  
Review Committee

  
R. W. STALCUP, Secretary  
Review Committee

PEPettigrew(1123):ml

EAST BAY DIVISION

GRIEVANCE NO. 1-1569-82-59

ADDENDUM TO JOINT STATEMENT OF FACTS

In accordance with Pre-Review Committee Decision No. 776, a Local Investigating Committee, comprised of Messrs. S. A. Tamimi, Union Business Representative; R. Yamaguchi, Customer Services Supervisor; R. A. Clark, Labor Relations Representative; and Ms. M. M. Kizzee, Departmental Shop Steward; met on December 9, 1982.

After a brief discussion of the issues in this case, the Committee determined the primary issue was the Company's requirement to call between 7:30 a.m. and 8:00 a.m. The Committee agreed that 1) employees who are going to be off work due to illness should try and call and talk to their supervisor between 7:30 a.m. and 8:00 a.m., 2) employees not able to call in that time period because of an emergency or unusual circumstances could call on the 834-1234 number and, 3) employees on active counselling would be expected to call between 7:30 a.m. and 8:00 a.m. and talk to their supervisor, regardless of the circumstances. In accordance with this settlement, the Committee agreed to revise Mr. S. E. Field's February 24, 1982 memo to Oakland Customer Services employees as attached (Exhibit No. 1).

This case is closed.

<u>M. M. Kizzee</u> M. M. KIZZEE, Union Member	<del>Concur/Dissent</del>	<u>12-23-82</u> Date
<u>Salim A. Tamimi</u> S. A. TAMIMI, Union Member	Concur/Dissent	<u>12-16-82</u> Date
<u>R. Yamaguchi</u> R. YAMAGUCHI, Company Member	Concur/Dissent	<u>12/22/82</u> Date
<u>R. A. Clark</u> R. A. CLARK, Company Member	<del>Concur/Dissent</del>	<u>12/13/82</u> Date