

REVIEW COMMITTEE



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

**CASE CLOSED
LOGGED AND FILED**

OCT 11 1984

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

D.J. BERGMAN, CHAIRMAN

RECEIVED OCT 11 1984

Stockton Division Grievance No. 16-252-82-47
P-RC 884

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

October 11, 1984

MR. R. M. EDWARDS, Company Member
Stockton Division
Local Investigating Committee

MR. M. HARRINGTON, Union Member
Stockton 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(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

The Union grieved the Company's working of employees the day after Thanksgiving 1982 believing that more employees were required to work this year than in the past. The Union believed that increasing the number of employees working was a violation of the intent of Section 103.5 of the Physical Agreement and 14.5 of the Clerical Agreement. The Union requested that the Company cease and desist requiring more employees to work than in the past.

Facts of the Case

It was determined that in 1982, 24 clerical employees in 11 offices monitored the telephones versus seven clerical employees in two offices in 1981. It was also determined that the Company received 1,778 phone calls in 1982 versus 186 in 1981. There were 60 physical employees working in 1982 as opposed to 57 physical employees in 1981.


Discussion

The Company indicated that more employees were required to work in 1982, than in the past, due to the Company's concern for service to the customer. The Company believed that the customers were not being properly served in the past and therefore, increased the work force in 1982 to address this customer need. The Union continued to believe that the Company violated the Agreement inasmuch as it increased the historical number of employees working the day after Thanksgiving. After some discussion by the Pre-Review Committee, additional information was requested from the LIC.

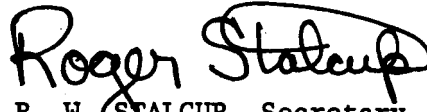
The LIC determined that all of the clerical employees that worked the day after Thanksgiving 1982 were volunteers.

Decision

The grievance was filed in the belief that employees were required to work. The Committee agreed, inasmuch as all the employees that worked the day after Thanksgiving 1982 were volunteers, that there is no grievance issue. Union members of the Committee expressed hope that, in the future, if the Company needs to increase the number of employees working the day after Thanksgiving, that it will be done by the use of volunteers. This case is closed without adjustment and should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

RS/LMT:kem