


REVIEW COMMITTEE

PG and E

202, 205, 208
Utilization of
Relief Shift
Employees
IBEW 

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

**CASE CLOSED
LOGGED AND FILED**

APR 1 1985

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 MAR 29 1985

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Coast Valleys Division Grievance No. 18-877-84-19
P-RC 955

March 28, 1985

MR. L. CAMPBELL, Company Member
Coast Valleys Division
Local Investigating Committee

MR. D. H. REESE, Union Member
Coast Valleys 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

This grievance concerns the timeliness of notification to a Relief System Operator that one of his non-workdays was being redesignated.

Facts of the Case

At approximately 2:30 p.m. on Sunday, March 11, 1984, the regularly scheduled System Operator called in sick for his 3:00 to 11:00 p.m. shift. The on-call supervisor, a Substation Maintenance General Foreman, contacted the grievant who agreed to report for work to fill the shift of the absent employee.

On Monday, March 12, 1984, the grievant submitted a time card showing double time for the Sunday work. The operating supervisor denied the double-time payment informing the employee that pursuant to Paragraph D 1(a) of the Hours of Relief Shift Employees Clarification, he was designating the following Friday in lieu of Sunday as the grievant's non-workday during that workweek and, therefore, Sunday would be a straight-time day.

Discussion

There was never any disagreement about the Hours Clarification providing for such an exchange, however, it was the Union's contention that notification of such an exchange must be given to the affected relief employee on the day the employee is requested to come to work and no time thereafter.

It was noted that the Hours Clarification is silent as to when a relief employee must be informed of a redesignation of his non-workday. However, this issue has previously been addressed in Review Committee Decision

March 28, 1985

No. 805, which addressed a work assignment for a Relief Senior Terminal Operator who was assigned relief duties on a Sunday. The employee was not informed that Sunday was being designated as a regular workday and that the following Friday was being designated as a non-workday. The supervisor informed the employee of the redesignation of workday/non-workday on Monday, the day following the relief assignment. In its decision in Review Committee File No. 805, the Committee stated in part:

"It is the Review Committee's opinion that the grievant was notified at the earliest convenient time that his non-workdays were rescheduled."

In both the earlier case and in this current case, a relief employee was called to work a Sunday shift and was informed the following Monday that Sunday would be exchanged for the following Friday.

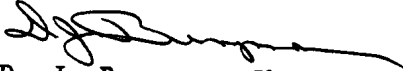
In the case at hand, the on-call supervisor, a Substation Maintenance General Foreman, is not one who would normally work with the various relief clarifications and, therefore, be familiar with their provisions. Once the grievant's Operating Foreman became aware that the grievant worked on Sunday he, without undue delay, notified the grievant to take Friday off in lieu of Sunday.

The Union expressed concern that "the earliest convenient time" could be interpreted to mean whenever the supervisor gets around to informing the employee and that could be several days after the relief employee works on one of the regularly scheduled non-workdays. The Company indicated that supervisors are strongly encouraged to inform employees of such schedule changes in an expedient manner.

The Pre-Review Committee agreed that the grievant was informed of the schedule change on the first workday following the relief assignment when both he and his supervisor were present at work and, therefore, pursuant to Review Committee No. 805, he was notified "at the earliest convenient time."

Decision

The Committee agreed there was no violation of the Contract and, therefore, closes this case without adjustment. Such closure should be so noted by the Local Investigating Committee.


D. J. Bergman, Chairman
Review Committee


R. W. Stalcup, Secretary
Review Committee

MAShort(1123):lsc