

MAY 14 1991

ADDENDUM TO JOINT STATEMENT OF FACTS
GRIEVANCE NO. ML24-133-86-06
FACT FINDING COMMITTEE NO. 3557-86-110
PRE-REVIEW COMMITTEE NO. 1211

**CASE CLOSED
LOGGED AND FILED**

SUBJECT:

RECEIVED MAY 14 1991

This grievance concerns whether prearranged overtime in the Operations Department at Moss Landing Power Plant was distributed as equally as practicable for the 1985 review period. The original grievance was referred to Fact Finding and to Pre-Review Committee, and subsequently referred back to the Local Investigating Committee for resolution. After several meetings, the L.I.C. referred it back to the Fact Finding Committee, after which it was returned for a third time to the local level for resolution.

The most recent Local Investigating Committee formed to discuss the case consisted of Ken Ball, IBEW Sr. Business Rep.; Pedro Arroyo, IBEW Shop Steward; Charlie Roncelli, Operating General Foreman; and Carol Pound, Human Resources Representative. The committee met for the final time on February 8, 1991.

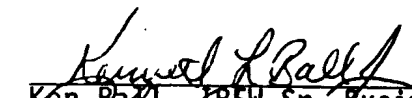
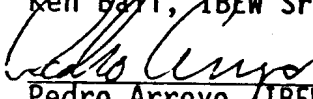
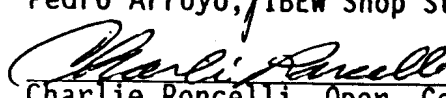
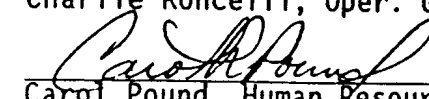
DISCUSSION:

The Committee reviewed the original joint statement of facts, and the addendum, and determined they were accurate. Company and union discussed a number of proposals for an equity settlement at the fact finding level per Pre-Review Committee decision number 1121. The main concern of the parties was that the problems with prearranged overtime in the Operations Department still exist, as evidenced by a 1990 and a 1991 grievance on the same subject.

SETTLEMENT

The Local Investigating Committee agreed to an equity settlement based on the average actual overtime hours worked, factoring in refusal time for anyone still below the average. In addition, the Committee took into consideration those employees with more refusal hours documented than actual overtime work hours, and agreed to adjustments for paying a ratio of time actually worked. The attachment details the names of employees and hours to be paid at the prearranged overtime rate according to the 1985 wage rate for their classification.

This case is closed without prejudice to either party and without intent to set precedent.

 Ken Ball, IBEW Sr. Business Rep.	Concur/ Dissent	<u>3-28-91</u> Date
 Pedro Arroyo, IBEW Shop Steward	Concur/Dissent	<u>3-28-91</u> Date
 Charlie Roncelli, Oper. Gen. Frmn.	Concur/ Dissent	<u>3-27-91</u> Date
 Carol Pound, Human Resources Rep.	<u>Concur</u> / Dissent	<u>3-15-91</u> Date

FACT FINDING COMMITTEE CASE NO. 3557-86-110 (original)
 STEAM GENERATION GRIEVANCE NO. ML24-133-86-06

<u>NAME</u>	<u>1985 CLASSIFICATION</u>	<u>1.5 HOURS X</u>	<u>PAYOUT 1985 WAGE</u>	<u>TOTAL</u>
Allums, Mikel	Sr. Control Operator	13.30 x	26.54 =	352.98
Arroyo, Pedro	Control Operator	24.80 x	25.74 =	638.35
Bangsund, Clark	Control Operator	16.30 x	25.74 =	419.56
Evans, Stan	Control Operator	44.80 x	25.74 =	1153.15
Gagne, Shirley	Asst. Control Operator	3.80 x	23.69 =	90.00
Silva, Theresa	Asst. Control Operator	1.30 x	23.69 =	30.80
DeGrootdt, William	Auxiliary Operator	1.50 x	23.69 =	35.54
Lopez, Jimmie	Auxiliary Operator	46.00 x	21.00 =	966.00
Martinez, Vincent	Auxiliary Operator	18.00 x	21.00 =	378.00
Popichak, Walter	Auxiliary Operator	33.00 x	21.00 =	693.00
Robedeau, Ken	Auxiliary Operator	4.60 x	21.00 =	97.02
Souders, James	Auxiliary Operator	7.30 x	21.00 =	152.46
Swope, Marshall	Auxiliary Operator	4.30 x	21.00 =	89.25
		L 219 hours	\$	5096.11