



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
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(415) 973-1125

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

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED JUL 16 1990

Humboldt Division Grievance Nos. RW-HU-04-60-89-53-08
and RW-HU-04-60-89-54-09
Fact Finding Committee No. 4602-89-197
P-RC 1440

July 9, 1990

DOUG VEADER, Company
Fact Finder

DOROTHY FORTIER, Union
Fact Finder

The above-referenced grievance has been reviewed by the Pre-Review Screening Committee and is being referred back to Fact Finding to examine the Garage numbers referenced in the addendum and to review the 88-104 Ad Hoc settlements.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee

RRDoering(223-1124):nj

cc: Dan Cooper

HUMBOLDT DIVISION GRIEVANCE NUMBERS
RW-HU-60-89-53-08 AND RW-HU-04-60-84-09
FACT FINDING COMMITTEE NO. 4602-89-197
MEMORANDUM OF DISPOSITION

SEP - 3 1991
CASE CLOSED
LOGGED AND FILED
RECEIVED AUG 28 1991

SUBJECT:

These grievances concern the allegations that the Company is contracting out Garage Department work in Humboldt Division while a vacancy exists and without offering optimal overtime.

DISCUSSION:

The Fact Finding Committee met on November 29, 1990, and again on January 21, 1991. The Committee consisted of Business Representative Bob Choate, Senior Business Representative Ken Ball, Human Resources Manager JoAnn Pitman and Senior Labor Relations Representative Doug Veader.

Humboldt Division Garage Department employees are all headquartered in Eureka and provide services to all the headquarters in the divisions. The Joint Statement of Facts indicates that the Eureka Garage Department is one below its 88-104 flow numbers and that there is contracting occurring.

The Fact Finding Committee agreed that 88-104 prohibits the contracting of work normally performed by the bargaining unit in a department and headquarters when the department is operating below its flow number. The Committee therefore agreed that the vacancy must be filled or the contracting must cease.

A great deal of time was spent by the Committee discussing what contracted work is work "normally performed by the bargaining unit". After lengthy discussion, it was agreed that the contracted work, which is normally performed by the bargaining unit, involved short inspections and emergency road calls. The other contracted work (e.g. tire work, body repairs, transmissions, certified welding and warranty work) is not normally performed by the bargaining unit. It was further agreed that some of the emergency road work in outlying areas can be contracted due to legitimate practicality concerns without violating 88-104.

In regard to whether or not the Company met its obligation to offer optimal overtime, the parties could not reach agreement. In an effort to settle the case, however, the Company offered a non-prejudicial equity offer of \$300 to each Garage Department employee. The Union accepted this offer.

DISPOSITION:

These grievances are closed on the above basis. The Division must either fill the vacant Garage Department vacancy and offer optimal overtime or cease contracting work normally performed by Garage Department employees.

Bob Choate
BOB CHOATE, UNION MEMBER

Concur/Dissent

8/12/91
Date

Ken Ball
KEN BALL, UNION MEMBER

Concur/~~Dissent~~

8-21-91
Date

JoAnn Pitman
JOANN PITMAN, COMPANY MEMBER
DAN COOPER

Concur/~~Dissent~~

8-9-91
Date

Doug Veader
DOUG VEADER, COMPANY MEMBER

Concur/~~Dissent~~

7/12/91
Date