

PACIFIC GAS AND ELECTRIC COMPANY  
DE SABLE DIVISION GRIEVANCE NUMBER SV 82-90-000-04  
FACT FINDING COMMITTEE NUMBER 4737-90-69  
(PRC 1467)

SEP 17 1992  
**CASE CLOSED**  
**LOGGED AND FILED**

MEMORANDUM OF DISPOSITION

RECEIVED SEP 14 1992

GRIEVANCE ISSUE

This grievance alleges that Communications Technicians headquartered in Chico have been performing work (on both straight time and overtime) that has historically been done by employees located in Rodgers Flat. In addition, the grievance alleges that management employees have been performing bargaining unit work.

DISCUSSION

In 1990 the Fact Finding Committee forwarded this grievance to the Pre-Review Committee (PRC 1467), who returned the grievance to the Fact Finding Committee with the recommendation that the status quo on overtime be maintained until bargained differently. The Fact Finding Committee met on May 19, 1992 and again on August 18, 1992 to resolve the matter of bypass pay.

The Fact Finding Committee reviewed the pay records for the thirty day period preceding the filing of the grievance and identified two instances where it appeared Chico Telecommunications Technicians worked overtime (for a total of 2 hours) at a location that had historically been worked by the Rodgers Flat Comm Techs. The committee was unable to identify any instances of management performing bargaining unit work during this period.

Based on the recommendation from the Pre Review Committee regarding the assignment of overtime work, the Fact Finding Committee agreed to an equity settlement of one hour pay each, at the time-and-one-half rate of pay (1990 rate) for the two named grievants; Brutlag and Pyle.

DISPOSITION

Based on the preceding discussion, the Fact Finding Committee agreed to settle this case by providing an equity settlement of hour pay to each of the two named grievants at the 1990 time-and-one-half rate of pay.

Kenneth L. Ball Concur/Dissent 9-4-92  
KEN BALL, Union Representative Date

Mickey Harrington Concur/Dissent 9-10-92  
MICKEY HARRINGTON, Union Representative Date

Brett Knight Concur/Dissent 9/1/92  
BRETT KNIGHT, Company Representative Date

Molly Williams Concur/Dissent 8-28-92  
MOLLY WILLIAMS, Company Representative Date