



# REVIEW COMMITTEE

308.12 -Foreman & MEOA replace on OT job w/ Frmn from another job & MEOB whc just reported for work Improper released Frmr will be pd



PACIFIC GAS AND ELECTRIC COMPANY  
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(415) 973-1125

JUN 27 1991  
**CASE CLOSED  
LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

**RECEIVED JUN 25 1991**

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

ENCON Grievance No. 3-2149-90-94  
P-RC 1492

Subject of the Grievance:

This case concerns a Working Foreman A and a MEOA who were released from a prearranged overtime assignment at 9:00 a.m. Another MEOB reported for a prearranged overtime assignment at 7:00 a.m. and worked until 5:30 p.m.

Facts of the Case:

A Working Foreman A and a MEOA reported for prearranged overtime at 12:30 a.m. and were released at 9:00 a.m. As the MEOB reported for prearranged overtime at 7:00 a.m. that same morning and worked until 5:30 p.m.

The MEOB operated a loader for approximately three to four hours and was upgraded to MEOA for four hours as an outcome of the LIC. Another Working Foreman A from another job site was sent to the one in question to finalize the clean-up. There was also a contract labor crew at the job site.

Discussion and Decision:

Company and Union discussed the necessity of having a Working Foreman A at the job site. It was apparent that Company supervision did in fact feel the need as they sent a Working Foreman A from another job site over to the site in question. It was also apparent that since the MEOB operated the loader for a period of time, that a higher classification was in fact needed.

Company agreed to pay the Working Foreman A from his release at 9:00 a.m. through 5:30 p.m. as the Working Foreman A could have supervised the contract crew and operated the equipment himself. Working Foreman A's can perform all work below their classification. The MEOB will keep the four-hour upgrade outlined in the LIC because he actually performed the work.

This case is considered closed and should be so noted in the Joint Grievance Committee minutes.

DAVID J. BERGMAN, Chairman  
Review Committee

ROGER W. STALCUP, Secretary  
Review Committee