



REVIEW COMMITTEE

2.1 -Recognition
306.1 -Layoff

GC Paint Helpers laid off while GC Stn Dept contractir work to Bechtel at DCPD.

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

NOV - 5 1991
**CASE CLOSED
LOGGED AND FILED**

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 OCT 25 1991

ENCON Grievance No. 3-2180-91-5
P-RC 1530

October 15, 1991

BYRON TOMLINSON
Engineering and Construction
Joint Grievance Committee

BARRY HUMPHREY
Engineering and Construction
Joint Grievance Committee

Subject of the Grievance:

Five Helpers from the Insulation and Coating Department were laid off at Morro Bay Power Plant while insulation work was being contracted.

Facts of the Case:

Five Helpers from the Insulation and Coating Department at Morro Bay Power Plant were laid off on December 28, 1990 and rehired on January 4, 1991.

On or about December 1, 1990 Bechtel was assigned contract work on the Boric Acid Reserve Tanks at Diablo Canyon Power Plant. At the time, ENCON did not have the manpower necessary to perform the work which was to be completed in eight weeks. This work was in direct support of the outage which was to begin February 2, 1991.

Discussion and Decision:


The Committee discussed whether Bechtel fit the meaning of a true contractor. The Union opined that they did not because there were no specs and bids for this particular job. The Company opined that Bechtel is under a blanket contract and can be assigned work as needed.

The Committee also discussed the reason for the lay-offs and the issue of 1990 year-end headcount.

The Company agrees to pay the five helpers four days pay/benefits and treat them as is if the lay-off never occurred due to the fact that work may have been available for the grievants to perform.

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


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee