



REVIEW COMMITTEE

303.5 -Inclement Weather.

Job shut down due to inclement weather even tho Wrkg Frmn did not think it was necessary.



PACIFIC GAS AND ELECTRIC COMPANY
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SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

DEC 30 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 DEC 20 1991

General Construction Grievance No. 3-2203-91-28
P-RC 1532

December 9, 1991

BYRON TOMLINSON, Company Member
G.C. Joint Grievance Committee

BARRY HUMPHREY, Union Member
G.C. Joint Grievance Committee

Subject of the Grievance:

The Company allegedly closed down a job for inclement weather in violation of Section 303.5 of the Agreement.

Facts of the Case:

On Wednesday, March 20, 1991, the Gas T&D Department in the Stockton area sent crews home after a half-day of work due to rain. The crews were working a four-ten schedule and were told not to come back to work until Monday, March 25.

The Foreman decided to close the job down for several reasons, job safety and proper compaction. This decision was based on his observation on Tuesday, March 19, and information from a County Inspector and his Working Foreman. It was also forecasted to continue to rain. The County Inspector had expressed concerns over public safety and soil conditions.

The crew members believed that they could have worked productively and should have been permitted to work. The Working Foremen on the jobs were contacted by the Foreman and told the Foreman it was safe and productive to work.

On the days in question, there were no meeting rooms available for safety or first aid meetings.

December 9, 1991

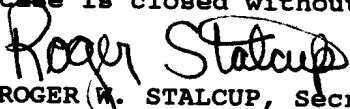
Discussion and Disposition:

The Union argued that the exempt supervisor did not visit the job site nor did he take the advice of his Working Foreman; that the concern of safety and compaction should not be at issue due to the fact that the crew worked under similar circumstances on Tuesday and Wednesday.

The Company argued that the decision to close down a job is the supervisor's responsibility and should come after visiting the job site or consultation with the Working Foreman. However, there are a number of factors to weigh when deciding to close down a job. The Working Foreman's opinion is important but does not always have to be followed as in this case. The Supervisor has to decide if the crew can work efficiently, productively and safely.

After a review of supplement to the LIC and lengthy discussions over Section 303.5 of the Agreement, it was determined that in this case there was no violation of the Agreement. This case is closed without adjustment.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER M. STALCUP, Secretary
Review Committee

JAMoffat(223-5665):nj