



# REVIEW COMMITTEE



RECEIVED OCT 06 1994

**IBEW**

PACIFIC GAS AND ELECTRIC COMPANY  
201 MISSION STREET, ROOM 1508  
MAIL CODE P15B  
P.O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-8510

**CASE CLOSED  
FILED & LOGGED**

**OCT 06 1994**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(510) 933-6060  
R.W. STALCUP, SECRETARY

RICK R. DOERING, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Hydro Grievance No. H-STK-93-8  
Pre Review Committee File No. 1712

Jodeane Fischer  
Company Member  
Local Investigating Committee

Robert W. Gibbs  
Company Member  
Local Investigating Committee

**Grievance Issue:** Utilization of Relief Operator to replace an absent employee without payment of overtime.

**Facts Of the Case:**

At the headquarters, Relief Operator works 10 hour days and Operators are on 12 hour shifts. On three days the Relief was notified during his work day that he was assuming the 12 hour schedule. This employee was paid the straight time rate of pay.

The hours of work for a Relief are 7:00 a.m. to 5:00 p.m. and 12 hour schedule are 7:00 a.m. to 7:00 p.m.

**Discussion and Disposition:** The contract and the clarification are written for eight hour schedules and not for employees on different alternate work week schedules. In this case, it is clear that the employee was not given advance notice and the Section 208.20 of the agreement provides for no advance notice.

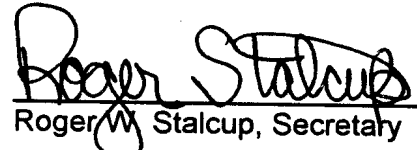
The issue raised in this grievance should have been discussed in Local Letter Agreement 91-14 STK. Since it was not addressed, the committee has to use the language available. It seems, however, inappropriate to work a 10 hour employee 12 hours without prior notice for meal arrangements.

The Committee agrees to pay an in-lieu of meal allowance and one half hour to eat the meal.

This case is closed without further adjustment.

  
\_\_\_\_\_  
John A. Moffat, Chairman

10/6/94  
Date

  
\_\_\_\_\_  
Roger W. Stalcup, Secretary

10/6/94  
Date