



**Pacific Gas and  
Electric Company™**

# REVIEW COMMITTEE



**IBEW**

PACIFIC GAS AND ELECTRIC COMPANY  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(510) 974-4282

RECEIVED  
FEB. 3, 2000  
**CASE CLOSED**  
**FILED & LOGGED**

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  
PERRY ZIMMERMAN, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Los Padres Division Grievance No. SLO-97-08  
Fact Finding No. 6607-97-138  
Pre-Review Committee No. 2170

Jeff Neeley  
Company Member  
Local Investigating Committee

Dan Lockwood  
Union Member  
Local Investigating Committee

Subject of the Grievance

This case concerns an overtime assignment and whether the Company violated Arb. 120, L/A 85-61.

Facts of the Case

A storm on September 2, 3 and 4, 1997 required substantial overtime to be worked by the Santa Maria Electric T&D crews and General Construction line crews. The Division crews worked continuously from midnight on the 2<sup>nd</sup> through their regular work hours on the 3<sup>rd</sup> and then were released at varying times beginning about 5 p.m. until 10 p.m.

General Construction crews began working at about noon on the 3<sup>rd</sup> and continued until about 9 p.m. on the 4<sup>th</sup> when they were released. The Division crews came in on the morning of the 4<sup>th</sup>, during their regular work hours and continued straight through until approximately 11 p.m. that night.

When the Santa Maria crews were sent home, there was still work to be performed.

Discussion

Union alleged the employees had a right under Arb. 120 - L/A 85-61 to work until they were too tired or until a supervisor observed them to be too tired and/or unsafe or until the work was complete.

Company opined that employees were sent home to assure there would be sufficient people rested and available to continue working on storm repairs, that it was managing the workforce. Further, Company stated that no violation of Arb 120 - L/A 85-61 occurred as the Santa Maria crews were not replaced by the GC crews. The GC crews were already working when the Division crews were released. On the 4<sup>th</sup> when the GC crews were released, the Division crews continued working.

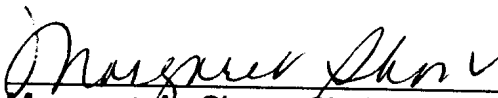
The committee reviewed PRC Decision 2182, 2193, 2202. That decision finds no violation of the agreement with Company's plan for managing coverage for storm restoration as that plan does not call for the replacement of crews.

The PRC is in agreement that:

- Company has the right to manage the business, to plan and direct the work of its employees. During major emergencies Company has the right to utilize additional employees from other areas including General Construction and to make non-traditional work assignments.
- The duration of overtime assignments is not guaranteed. However, the principles of Arbitration 120, PRC 2182, and Letter Agreement 85-61 are to be followed.

**Decision**

The PRC agrees no violation occurred in this case and it is closed without adjustment.

  
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 Margaret A. Short, Chairman  
 Review Committee

2/1/00  
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 Date

  
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 Bob Choate, Secretary  
 Review Committee

2/1/00  
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 Date