



**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
OCT. 11, 1999
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

General Construction Grievance No. CON-98-18
Fact Finding No. 6721-98-096
Pre-Review Committee No. 2184

KELLY ADAMS
Company Member
Local Investigating Committee

FRANK SAXSENMEIER
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns whether a pre-arranged overtime assignment that was accelerated by 13 hours changes the assignment to a call-out/emergency.

Facts of the Case

A total of 15 Title 300 classifications had been pre-arranged to work starting at 7 p.m. on a Saturday at a Pittsburg Power Plant overhaul. On Friday, a non-scheduled day for the employees (they work 4/10's), the GC Supervisor was notified by the Plant that the outage needed to occur earlier, at 6 a.m. Saturday. The GC Supervisor contacted each of the employees at home and gave them the option of reporting at the earlier time. No one was required to work. Many expressed a preference for the earlier start time since it meant performing most of the work during daylight and because Sunday was Easter and the earlier start time would allow them to be with their families Sunday morning. One employee declined to work.

Work was concluded by 7 or 8 p.m. on Saturday. The nature of the work was not changed by the earlier start time.

Prior precedent cases addressing this issue are Review Committee Decisions 1064, 1087, and 1088; and RC 1499.

Discussion

Union opined that there should be some limit to how much Company can accelerate a pre-arranged assignment before it becomes an emergency call-out. The above-cited cases involved accelerations of 3 ½ and approximately 5 hours, respectively.

Company noted that the work assignment remained the same, the overtime was not mandatory, and the employees preferred the new time. For all of these reasons no adjustment should be made in how employees were compensated.

The PRC noted that the prior cases noted above, as well as this one, all involved situations where factually the nature of the work did not change. In resolving this case, the parties are not addressing any future factual situation where the nature of the work does change. The parties reserve the right to argue those cases at a future date if presented in the grievance procedure.

Decision

The PRC agrees that the grievants were appropriately compensated at the time and one-half rate for all hours worked until exceeding 12 consecutive hours. This case is closed without adjustment



Margaret A. Short, Chairman
Review Committee

10/11/99

Date



Perry Zimmerman, Secretary
Review Committee

10-11-99

Date