



**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. 15, 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

Hydro Generation Grievance No. SAH-98-02  
Fact Finding No. 6707-98-082  
Pre-Review Committee No. 2203

Dawn Schmidt  
Company Member  
Local Investigating Committee

Jim Lynn  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns an alleged bypass of an Auberry Electrician on a prearranged overtime assignment.

### Facts of the Case

The grievant has a standing request on file to be excused from working on Saturdays due to religious beliefs. To the extent reasonable, supervision has accommodated the grievant in the past.

A maintenance outage was taken at Balch units 2 & 3 from Monday, March 2, 1998 through Friday, March 20, 1998. Employees from Auberry traveled to Balch which is about 1 ½ hours away at the start of their workday on March 2nd, stayed at Balch during the assignment, and returned to Auberry at the end of their workday on March 20.

These employees are on a 4/10 schedule. Overtime was worked on their RDO and non-workdays (Friday, Saturday, Sunday). The overtime involved two weekends during the assignment.

The grievant was to remain at Auberry during this assignment. He was the only maintenance employee to do so. However, on Monday, March 2 the grievant took a Floating Holiday. From March 3-5 he was sent on an out-of-town assignment to Tule powerhouse. On Friday, March 6, he worked 10 hours prearranged overtime at Merced Falls.

The supervisor did not allow the grievant to accept the assignment to Balch because of the known overtime commitment and the grievant's on-going request to not be scheduled to work on Saturdays for religious reasons.

Discussion

The Pre-Review Committee noted that this assignment occurred in the first quarter of the year leaving ample time to make an equitable distribution of prearranged overtime by the end of the year, the contractual accounting period for determining compliance with the labor agreement.

The grievant seeks to be paid for the missed overtime on the basis that he could have traveled to Balch with the other maintenance employees on Monday, worked overtime on Friday, returned home on Friday evening, then traveled to Balch Sunday morning to work.

Company responded that this arrangement would not be practicable (208.16a) because of the unnecessary disruption to the work assignment and the additional cost to the company for travel time and mileage that would be paid to the grievant, as well as, perhaps another Electrician on Saturday.

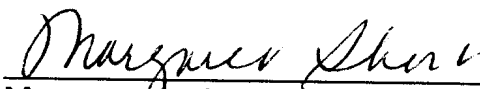
Further, Company opined that selection of employees for travel assignments is at the discretion of the sending supervisors. When making such assignments, supervisors may consider whether overtime is anticipated in conjunction with the out-of-town assignment and factor that into their decision making since that overtime will get posted to the employee's accumulated total upon returning to the regular headquarters. However, there are no rules which specify one employee over another for travel or temporary assignments.

It was noted that an offer of settlement was made by Company at the LIC which Union rejected because it would have changed the provisions of the labor agreement which exceeds the authority of the grievance handlers. Company withdrew its offer of settlement at PRC citing concurrence with Union's position on the offer and because the proposal would have caused additional administrative burden on supervisors.

Finally, the PRC agreed that if the grievant does not work POT on Saturdays, it makes him potentially more eligible for POT on other days of the week as hours worked get posted.

Decision

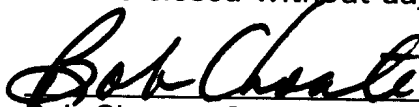
No violation of the agreement occurred. This case is closed without adjustment.



Margaret A. Short, Chairman  
Review Committee

2/15/00

Date



Bob Choate, Secretary  
Review Committee

2/15/00

Date