



**Pacific Gas and
Electric Company™**

REVIEW COMMITTEE

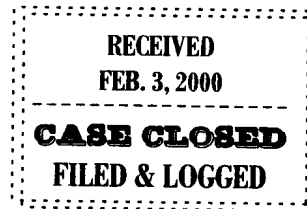


IBEW

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(510) 974-4282

MARGARET A. SHORT, CHAIRMAN

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL



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

Nuclear Power Generation Grievance No. NPG-98-39
Fact Finding No. 6881-99-039
Pre-Review Committee No. 2221

Subject of the Grievance

This case concerns the Title 206 options given employees being displaced at Diablo Canyon Power Plant

Facts of the Case

In late 1998, 15 employees in the Materials, Clerical and Chemical and Radiation Processing departments at DCPD were given displacement options pursuant to Title 206. In the Materials and Steam Clerical departments there were Hiring Hall employees in various locations in the system. The positions being held by the Hiring Hall employees were added to the list of options for the DCPD Materials and Clerical employees. No Hiring Hall options were included for the C&R employees because there were no HH employees in that Department.

Of the 15 displaced employees, 7 were laid-off which was their first choice of prioritized options. The other eight employees received an assignment.

Discussion

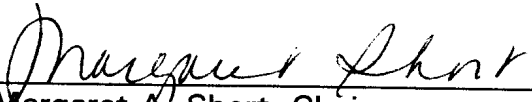
Union alleged that all employees should receive as options all positions occupied by Hiring Hall employees regardless of the Department, bargaining unit, or classification.


Company stated that Letter Agreement 95-145 establishing the Hiring Hall indicates that it is not intended to "replace permanent employees" or to "involuntarily layoff any employee for lack of work in a department where temporary employees are being utilized in that same department." Company opined that the provisions of this letter agreement were not violated. Further, the parties engaged in extensive discussions about how to handle HH when a displacement is to occur. No agreement was reached in these discussions prior to the DCPD displacement.

Subsequent to the DCPD displacement, the parties negotiated a settlement to Arbitration Case 224. This decision does spell out before a displacement can occur all Hiring Hall employees in that initiating department must be let go unless the parties are able to negotiate other provisions.

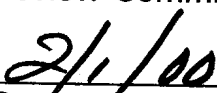
DECISION

The PRC agrees to close this case without adjustment. Options given the displaced employees exceeded what they would have been entitled to had the displacement occurred a few months later after the Arb. 224 settlement.


Margaret A. Short, Chairman
Review Committee


Date


Bob Choate, Secretary
Review Committee


Date