



# REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4282

RECEIVED by LU 1245  
July 30, 2004  
  
CASE CLOSED  
FILED & LOGGED

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700  
SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

## Pre-Review Committee No. 14830 OM&C – Electric T&D - Placerville

Linda Matthews  
Company Member  
Local Investigating Committee

Darryl Norris  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns the rate of pay for employees who were called into work, during regular work hours, from vacation.

### Facts of the Case

About 3:00 p.m. on Monday, December 29, 2003 a Supervisor contacted two Troublemembers who were on vacation. He informed them that a full-blown storm was expected and asked if they would be willing to work. The employees indicated they would work and the storm did materialize.

The grievants worked from 7:00 a.m. on December 30 through 4:00 a.m. on December 31. Their regular work hours are 7:30 a.m. to 4:00 p.m., Monday – Friday. They were paid as follows:

Tuesday	12/30/03	7:00 a.m. – 7:30 a.m.	Double Time
		7:30 a.m. – 3:30 p.m.	Straight Time
		3:30 p.m. – 7:00 p.m.	Time and one-half
Wednesday	12/30-31/03	7:00 p.m. – 4:00 a.m.	Double Time

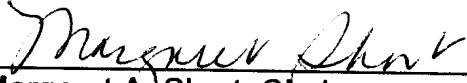
The grievants and the Supervisor thought the grievants would be paid double-time for all time worked including during regular work hours. However, there was no discussion of pay rates during the telephone conversations. When the employees turned in their time cards after working, the Assistant Foreman's Clerk informed them of the correct pay, as outlined above.

### Discussion

The PRC reviewed the provisions of Subsection 111.11(b), which clearly addresses the pay question raised by this grievance, i.e., time worked during regular work hours is not considered overtime.

Decision

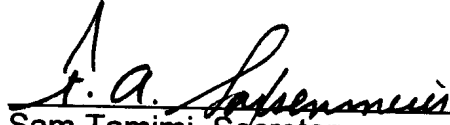
No violation of the Agreement occurred. This case is closed without adjustment.



Margaret A. Short, Chairman  
Review Committee

7/29/04

Date



Sam Tamimi, Secretary  
Review Committee

7-29-04

Date