



REVIEW COMMITTEE

IBEW



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

RECEIVED by LU 1245
September 27, 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. 14848 OM&C - Electric T&D - Bakersfield

Jeff Neeley
Company Member
Local Investigating Committee

Ed Dwyer
Union Member
Local Investigating Committee

Subject of the Grievance

This case alleges Company failed to implement an earlier grievance settlement.

Facts of the Case

In June 2003, Grievance 14292 was settled by the Local Investigating Committee. The issue concerned optimum use of overtime prior to contracting out bargaining unit work. The local committee reached a without prejudice settlement that provided:

"To settle the case, during this contracting period, when the Company elects to offer overtime on Sundays, it will offer it for ten hours rather than eight hours. In addition, the Company will make every effort to ensure that for those Bakersfield electric employees, who want to work extension of the workday during the week will get the opportunity to work this overtime. The company will agree to these conditions for this contracting period and wants it to be clear that this will not set precedence for future contracting situations."

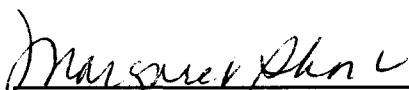
The 2003 overtime record submitted by the LIC in this grievance (14848) shows the following for the grievant, a Lineman:

	POT			EOT	
Worked	Charged	Total	Worked	Charged	Total
218.5	437	655.5	47.5	0	47.5

The record shows that a significant number of the employees worked substantial amounts of overtime, and further, that many declined almost twice as many hours as actually worked. This record and the fact that only one person complained, leads the PRC to the conclusion that there were ample opportunities to work overtime for those that availed themselves.

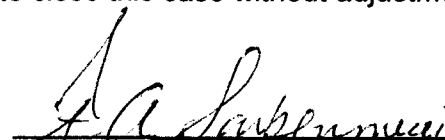
Decision

The PRC agrees no violation occurred and agrees to close this case without adjustment.


Margaret A. Short, Chairman
Review Committee

Date

9/20/04


Sam Tamimi, Secretary
Review Committee

Date

9/22/04