



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

KATHY LEDBETTER, CHAIRPERSON

DAVE SANKEY, SECRETARY

Pre-Review Committee No. 25019 Building Services – San Francisco

Robin Wix
Company Member
Local Investigating Committee

Gerald Williams
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the contracting out of work at the San Francisco General Office Complex and whether the contracting violated the provisions of Exhibit XVI of the Physical Labor Agreement.

Facts of the Case

In the 3rd Quarter of 2018, the Company identified Electrical Panel Scanning and Inspection of the GO headquarters as work that would be contracted out. The contract was issued shortly thereafter but for various reasons, work was not begun until around March of 2019.

Discussion

The Union asserted that the work should have been accomplished by optimum use of voluntary overtime in accordance with the requirements of Exhibit XVI of the Physical Agreement. Additionally, the Union pointed out that in prior years the work had been successfully completed by PG&E employees, and it would likely have been significantly more cost-effective to do so.

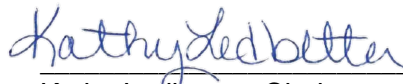
The Company stated that at the time the contract was awarded, the department had several employees away on vacation and was already working a significant amount of overtime. Further, PRC 1116 and 1533 provide that once a project/job is contracted, there is no further obligation to offer overtime to the bargaining unit employees.

Decision

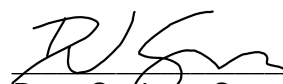
The Pre-Review Committee did not reach agreement as to whether there was a violation of Exhibit XVI in this case. However, the parties have agreed to settle this case by providing an equity settlement of \$1,000 to each of the remaining active grievants.

This case is to be considered closed based on the above and is without prejudice toward either party and non-transferable and non-referrable toward other cases.

For the Company:

 08/29/2022
Kathy Ledbetter, Chairperson Date
Review Committee

For the Union:

 08/26/2022
Dave Sankey, Secretary Date
Review Committee