



REVIEW COMMITTEE

IBEW



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LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Pre-Review Committee No. 25140 Fleet – Auburn

Marcus Mitchell
Company Member
Local Investigating Committee

Kyle Whitman
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the assignment of overtime as well as the co-mingling of work between the Title 200 and Title 300 Fleet employees located at the Auburn Regional Center.

Facts of the Cases

Letter Agreement No. R2-96-107 provided for Fleet staffing, provisions on contracting as well as the co-mingling of Title 200 & Title 300 Fleet employees. It specifically noted,

“...the Company can co-mingle the workforce. In general, the Title 300 employees will support the Title 300 workforce and the Title 200 employees shall support the Title 200 workforce, but either group can perform work on any Company vehicles or piece of equipment.”

In 2000, Review Committee Decision No. 1806 resolved several specific grievance issues including PRC No. 2042. The settlement in this case noted that a GC Mechanic supporting a Title 200 workforce issue on straight time did not violate the provisions of LA R2-96-107, but did state the following guidance:

“Employees who are working and able to respond will be dispatched first. If no one is available or working, then the appropriate 212 list shall be utilized, or if a GC Mechanic is needed, the provisions of Title 308 will be used.”

In 2019, the Auburn Regional Center Fleet employees consisted of both Title 200 and Title 300 employees. This grievance concerned whether emergency overtime assignments made to Title 300 employees should have been first offered to Title 200 employees in accordance with the above settlements.

Discussion

Prior to the Pre-Review Committee discussion on this case, the parties met locally to resolve the specific issues and develop a local procedure to ensure the intent of both LA-R2-96-107 and RC 1806 are both met.

The Pre-Review Committee concurs that a local resolution based upon the agreements discussed in this case and the specific needs of each local headquarters is an appropriate method to resolve this type of issue.

Decision


The Pre-Review Committee determined that based on the above local resolutions, the issue is now moot, and no further resolution is necessary.

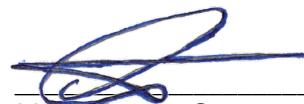
However, the Grievance requested bypass for several specific instances. This case is remanded back to the Local Investigating Committee to determine if there is any appropriate bypass payment consistent with the agreement. The Pre-Review Committee retains jurisdiction if a local settlement cannot be reached.

This case is to be considered closed based on the above, non-transferable, and without precedent or prejudice toward either party in subsequent cases.

For the Company:

For the Union:

 12/21/2021
Kathy Ledbetter, Chairperson Date
Review Committee

 12/21/2021
Lloyd Cargo, Secretary Date
Review Committee