



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Pre-Review Committee No. 25193 Electric Operations – Del Mar Substation

Yvonne Bradley
Company Member
Local Investigating Committee

Kyle Whitman
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the use of a systemwide process utilized by the Electric Substation Test Department in the administration of Title 208 (Pre-Arranged Overtime) and Title 212 (Emergency Overtime).

Facts of the Cases

Since 2014, the Substation Test Department has utilized the ARCOS system for Title 212 response and follows the provisions of that agreement in the administration of Emergency Overtime. In 2016, the department implemented an electronic sign up and posting system for the Title 200 employees by the utilization of a SharePoint for both Prearranged Overtime as well as for Emergency Overtime. The Company provided notice to the Union regarding the above procedure at that time, in accordance with Section 206.18.

In 2019, the Grievants at the Del Mar Substation requested the Company post lists manually at their headquarters as provided for in Section 208.16 and in Section 212.4. The Company maintained it had implemented the online system with the Union's knowledge and would continue to utilize that method.

Discussion

The Union opined that the Company is required to post hard copies of sign up lists as well as overtime reports of time worked at each headquarters in accordance with Title 208 and Title 212

provisions unless the parties have jointly agreed to a different procedure locally. The Union noted this has been completed on a systemwide level in other departments with the various ARCOS agreements.

The Company maintained that the ARCOS agreements amended Title 212 on a systemwide level and given the procedural change required an agreement. However, the procedure implemented in this case is only the utilization of technology in accordance with the procedures set forth in the Collective Bargaining Agreements. The Company provided the Union notice of this change in 2016 – three years before this grievance and in accordance with Section 206.18. Finally, the Company noted that Technicians at the other headquarters preferred the electronic process and did not request the paper postings.

Decision

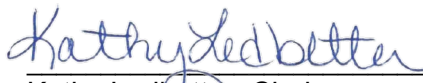
The Pre-Review Committee could not reach agreement as to whether a local agreement was required or if the notification of technology changes were sufficient.

However, in an effort to settle this case, the Pre-Review Committee will return this case to the Local Investigating Committee. The LIC is instructed to develop a local procedure and agreement for this specific headquarters only.


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:

 10/06/2021

Kathy Ledbetter, Chairperson Date
Review Committee

 October 6, 2021

Lloyd Cargo, Secretary Date
Review Committee