



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 Number 25258 Electric Operations – Distribution Field Operations - Concord

Brandy Boushey
Company Member
Local Investigating Committee

Mike Adayan
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance concerns whether the Company was required to provide for an extension of workday overtime assignment to an Assistant Foreman's Clerk.

Facts of the Case

In November 2019, the Company activated its local Emergency Center (OEC) in Concord due to an incoming storm. In advance of the event and during regular work hours, the Company established pre-arranged shifts for clerical staffing support. The employees assigned the pre-arranged overtime at Concord included an Assistant Foreman's Clerk and an Operating Clerk. The first shift of 1600 to 2200 was assigned and worked by the Assistant Foreman's Clerk. The Operating Clerk worked from 2200 until 0700 the next day.

Subsequent to the event, the Assistant Foreman's Clerk submitted for bypass requesting that the Company should have utilized Extension of Workday provisions and that according to those provisions, the Assistant Foreman's Clerk should not have been sent home since it was a violation of the Arbitration 120 provisions.

Discussion

This case is similar in facts to Review Committee No. 23027. In that case, the clerks were prearranged to work the storm event and were released at the end of their prearranged overtime assignments. In the decision, the parties agreed that no bypass occurred since the clerks were not utilized to replace the grievant.

In both this case and in RC 23027, the Company argued that there was no violation in this case as due to the need to manage a storm event, the employees were prearranged into shifts. This assignment of work is consistent with the guidance of PRC 2170 and PRC 2182.

Decision

The Committee agreed that the grievant was prearranged to work and was released at the end of her prearranged overtime assignment. Further, the subsequent clerk was not utilized to replace the grievant and therefore no violation of Arb 120 has occurred.


This case should be considered closed based on the above.

For the Company:

 01/07/2020

Kathy Ledbetter Date
Chairperson, Review Committee

For the Union:

 01/06/2021

Lloyd Cargo Date
Secretary, Review Committee