

# REVIEW COMMITTEE

## PG and E

PACIFIC GAS AND ELECTRIC COMPANY  
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L.V. BROWN, CHAIRMAN

## IBEW



INTERNATIONAL BROTHERHOOD OF  
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L.N. FOSS, SECRETARY

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

Review Committee Case No. 1394-75-23  
North Bay Division Grievance No. 4-75-103

### Statement of the Case

This grievance follows the arbitrator's decision in Arbitration Case No. 56 wherein Mr. Burns upheld the Marin District's establishment of a gas crew Tuesday-Saturday workweek. Initially, before the arbitrator's ruling, the decision was made to staff the Saturday work schedule with a three-man crew -- Light Crew Foreman, Fitter and Fieldman. As indicated, the schedule as well as the crew complement was approved by Arbitrator Burns.

The question involved here does not concern the schedule for the static complement of the crew but rather three situations that occurred on Saturdays following the establishment of the Tuesday-Saturday crew where, for one reason or another, only two of the employees reported for work; specifically, on August 16 and 30 the Fieldman did not report for work and was not replaced. Finally, in the third incident which occurred on Saturday, October 4, 1975, the Light Crew Foreman was ill and did not report for work. On that latter date, the Fitter and Fieldman worked as a two-man unit, and there was no upgrade involved.

The question in this case then is two-fold -- first, the propriety of not replacing the absent employee to keep the crew personnel at three; and secondly, whether on the final incident the Fitter should have been upgraded to Crew Subforeman.

### Decision

After reviewing Arbitrator Burns' decision, the Review Committee is of the opinion that the Company need not necessarily fill out the crew by calling in an overtime employee when one of the crew members assigned to the Tuesday-Saturday schedule is absent. On the other hand, the evidence and the decision support the conclusion that the intended Saturday schedule was to provide crew type work in Marin District, and, therefore, when the Light Crew Foreman is absent, a qualified employee should be upgraded to that classification.

As to the case at hand, Mr. Meehan, Fitter, should have been upgraded to Light Crew Foreman on October 4, 1975, and the Division is instructed to make the necessary retroactive wage adjustment.

FOR UNION:

W. H. Burr  
E. R. Sheldon  
L. N. Foss

By

Date

4/13/76

FOR COMPANY:

J. A. Fairchild  
P. Matthew  
L. V. Brown

By

Date

4/13/76