

REVIEW COMMITTEE

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PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
 - LETTER DECISION
 - PRE-REVIEW REFERRAL
- Coast Valleys Division Grievance No. 18-435-79-132
Review Committee File No. 1499-80-25

Statement of the Case

This case involves the acceleration of the reporting time for a prearranged overtime assignment for two Instrument Repairmen at the Moss Landing Power Plant. On Friday, August 24, 1979, the grievants were notified of a prearranged overtime assignment which was to begin at 12:00 a.m. on Monday, August 27, 1979 and continue until 8:00 a.m. of the same day. Due to an earlier than planned unit start up, the Shift Foreman contacted the grievants at 6:50 p.m. on Sunday, August 26th and told them to report to work as soon as possible. The issue in this case is whether or not such acceleration of the reporting time constituted an emergency call-out, thereby entitling the grievants to double time pay.

Discussion

The Committee reviewed previous decisions reached through the grievance procedure which involved the same question, specifically Review Committee Case No. 1064. In that case, the Review Committee agreed that a prearranged overtime acceleration of three hours did not cancel the prearranged nature of the assignment inasmuch as the prearranged overtime continued as it had been scheduled. It was opined by the Union members of the Committee, in this case, that the management of the Steam Generation Department and more specifically that of the Moss Landing Power Plant had an obligation based on consideration of its employees as well as to efficient and prudent business practices to schedule prearranged overtime as accurately as possible. In this case, according to the Union, an acceleration of five hours ten minutes seemed to be contrary to these obligations. The Committee then agreed that the future implication of the new 10 and 4 work schedule at the Moss Landing Power Plant should result in the diminution of this type of occurrence.

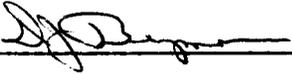
Decision

The Review Committee agrees that the precedent established in Review Committee Decision No. 1064 determines that Company's actions in this instance did not cancel the prearranged nature of this overtime assignment. As was the case in the aforementioned Review Committee Decision, the hours worked by the grievants also extended through the

period originally designated as the prearranged overtime assignment. The Union members of the Committee indicated that the issue involved in this case would become the subject of proposed modifications in future negotiations. On that basis, the case is considered closed without adjustment.

FOR COMPANY:

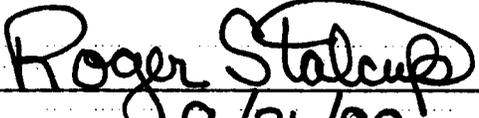
L. C. Beanland
F. C. Buchholz
J. B. Stoutamore
D. J. Bergman

By 

Date 9-26-80

FOR UNION:

G. W. Abrahamson
W. H. Burr
P. Pelucca
R. W. Stalcup

By 

Date 09/26/80

REVIEW COMMITTEE DECISION

Review Committee Files Nos. 1064, 1087, and 1088
San Francisco Division Grievances Nos. D.Gr/C 2-71-6,
D.Gr/C 2-71-12, and D.Gr/C 2-71-13

Statement of Facts

In the first case, Review Committee File No. 1064, the grievants had been prearranged to work overtime on Saturday, February 13, 1971, starting at 11:00 AM. Early on that morning the grievants were called by their supervisors and were instructed to report for work as soon as possible. The facts evidence that they reported for work at 8:00 AM.

In the second and third cases, Review Committee Files Nos. 1087 and 1088, the grievants had been prearranged to work overtime on Saturday, May 8, 1971, starting at midnight. During the afternoon of Saturday, May 8, the grievants were contacted and instructed not to report for work at midnight, but rather to report for work at 8:00 AM on Sunday, May 9, 1971.

The question in each of the cases is whether the change of work hours affected the prearranged status of the jobs.

Discussion

At the outset, it is the Review Committee's conclusion that in the latter two cases, the new work period which was substituted for the prearranged work period must be considered as emergency overtime, whereas in the first case the time for reporting was merely accelerated and the prearranged overtime continued as it had been scheduled.

Turning to Review Committee File No. 1064 first, even though we have concluded that the prearranged work was not cancelled, the facts indicate that there may still be a question with regard to the grievants' entitlement to a noon meal. Thus, although it is not a part of the record before the Review Committee, it can be anticipated that the employees did not have an opportunity to prepare the noon meal requested in this grievance. If this is the case, they are entitled to a Company-furnished meal and the time in which to eat it.

Decision

Review Committee File No. 1064 is referred back to the Joint Grievance Committee to determine if the acceleration of the reporting period prevented the employees from preparing a lunch before reporting for work. If so, the employees are entitled to the cost of such meal, if they purchased one, and for payment of the time in which to eat the meal.

Review Committee Files Nos. 1087 and 1088 are to be settled in accordance with the foregoing and the employees concerned were entitled to a Company-furnished meal and time in which to eat it.

FOR UNION:

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

By

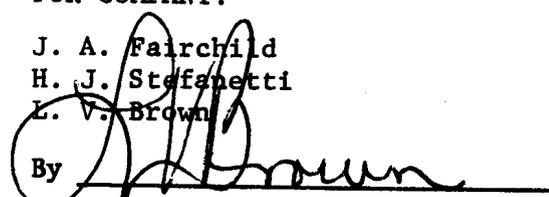


Date November 9, 1971

FOR COMPANY:

J. A. Fairchild
H. J. Stefanetti
L. V. Brown

By



Date November 9, 1971