



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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WALNUT CREEK, CA 94598
(530) 246-6430

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

ROBIN WIX, CHAIRMAN

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Review Committee Number 21912, 21913, 21914, 21915, 21916 & 21917 Electric Operations – Electric T & D – Santa Rosa/Geyserville

Maggie Brown
Company Member
Local Investigating Committee

J.V. Macor
Union Member
Local Investigating Committee

Subject of the Grievance

These cases concern six Electric T & D Linemen, and all other employees affected, at the headquarters whose scheduled vacations were cancelled in anticipation of a large storm event.

Facts of the Cases

On Friday, December 21, 2012, the Company cancelled scheduled vacations and prearranged crews to work anticipated storm restoration starting Friday through the following week within the Northern Region.

The Company considered this to be an "all hands" event and in addition to cancelling scheduled vacations for the anticipated storm period, the Company arranged for Contractor crews to be prepared to respond for storm restoration in the Northern Region.

Discussion

The Union argued there was no active "all hands" storm event at the time the grievant's vacations were cancelled. The Union recognizes the Company's right to cancel vacations and require employees to work, however the Company should exhaust all options before cancelling vacations. The Union pointed to PRC 16418 wherein it states:

"In this case, the emergency situation was system-wide and resources beyond employees were required. While this extreme situation made it clear that there was no contractual violation in cancelling vacations, the Pre-Review Committee agrees that simply exhausting a particular headquarters' weekly sign-up list would not be sufficient reason to cancel vacation. Company has many other options for attaining needed resources."

The Company argued no contractual violation occurred. The Company maintains the right to cancel vacations and require employees to report for work based on operational need and to address emergency situations as supported by PRC 16418. The Company does not exercise this right lightly. Various resources beyond local headquarter employees were utilized during the storm event, including Contractor crews, to meet restoration needs during the storm event.

The Committee reviewed all of the information concerning resources used during the time the vacations were cancelled. 163 crews and 195 assessment units were used including 11 signatory contract crews. 153 PG&E crews were utilized from around the system including the Central valley and Central Coast.

Decision

Following much discussion and in this instant case the Committee agrees there was no contractual violation and the cases are considered closed without adjustment.

For the Company:

Robin Wix
Rod Williams
Laura Selheim
Chris Zenner

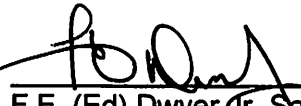


Robin Wix, Chairman
Review Committee

3/25/15
Date

For the Union:

F.E. (Ed) Dwyer Jr.
Jim Brager
John Blaylock
Karen Russell



F.E. (Ed) Dwyer Jr, Secretary
Review Committee

3/25/2015
Date