



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 N. WIGET LANE, SUITE 130
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

CLAIRE IANDOLI, CHAIRMAN

KIT STICE, SECRETARY

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

Review Committee Number 22906 Gas Operations-Gas T&D- San Carlos

Kelda Davies
Company Member
Local Investigating Committee

Landis Marttila
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the contracting out of stand-by work to CANUS employees on an on-going basis in the San Carlos headquarters.

Facts of the Case

The Gas T&D Pipeline Supervisor contracted out work performed by Title 200, Measurement and Control Mechanics to CANUS employees who perform Standby, Clearance Air/Valve Operations when the workload has exceeded his department's capacity to perform.

On November 24, 2014, CANUS was called to support a Clearance that ran overnight as result of an extension of the workday. The Contractor was used as a second man on a two man crew.

On the night in question, the entire T&R Department was working overtime. The Gas T&D Pipeline Supervisor reached out to other Gas I&R departments, at different headquarters for support, however, once those resources were exhausted, the contractor was called. The Supervisor did not go to the Gas T&D Supervisor to find OQ'd employees to work as a second man on a crew.

Discussion

The Union argued that under Exhibit XVI, the Company is required to offer overtime to PG&E employees prior to offering the work to contractors. According to the Union, the Company failed to exhaust the 212 list and check the availability of Title 300 resources before calling CANUS

contractors for emergency duty. According to the Union, the overtime should have been offered to all San Carlos Gas Construction employees prior to offering it to contractors.

The Company argued that the provisions of Exhibit XVI do not require the Company to provide overtime opportunities to employees outside of the Gas M&C Mechanics and there is no obligation to offer it to lower, higher or other classification in the Gas T&D Line of Progression prior to contracting the work out.

Decision

In this limited circumstance, the Company agrees to pay Grievant 19 hours at time and one-half and 18 hours at double time for work which the Grievant was prevented from doing on November 24, 25, 26, 2014 and December 16, 17 and 18, 2014. This case is closed with prejudice and without precedent.

For the Company:

Claire Iandoli
Rod Williams
Tanya Moniz-Witten
Chris Zenner

Claire Iandoli 7.19.17

Claire Iandoli, Chairman Date
Review Committee

For the Union:

Kit Stice
Robert Mohler
Karen Russell
Andrew West

Kit Stice 7-19-17
Kit Stice, Secretary Date
Review Committee