



## REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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WALNUT CREEK, CA 94598  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

### **Review Committee Numbers 24559 & 24569 Electric Operations – Field Services – Auburn & Vacaville**

Yvonne Bradley  
Company Member  
Local Investigating Committee

Keith Hopp/Kyle Whitman  
Union Members  
Local Investigating Committee

#### Subject of the Grievance

These cases concern the rate of pay for an extension of workday of the Electric T&D Crews in the Auburn and Vacaville Service Centers. Specifically, whether or not the time is paid at the time and a half rate in accordance with Section 208.2 or at the double time rate in accordance with LA 16-44, Section 12 (a).

#### Facts of the Case

On the morning of Monday, February 26<sup>th</sup>, 2018, the area experienced a wind event that caused outages throughout the division. As a result, the local division Operations Center was activated for the event. The Systemwide Emergency Operations Center (EOC) was not activated.

Due to the outages throughout the division, Electric T&D employees in various locations including Vacaville and Auburn were held in the yard on overtime as an extension of their workday. The Grievants in these cases waited in their yards for approximately 4 hours and were then released.

Letter Agreement No. 16-44, Section 12 (b) notes the following:

#### 12. Special Overtime Provisions:

The Company and Union agree to modify Title 208, Section 208.2 and Title 308, Section 308.2 for employees in the GC Line Department and the Division Electric Transmission and Distribution Department with payment at the rate of two times the employee's straight rate of pay under the following conditions:

- a) An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday or on a non-workday in preparation for a weather-related event that is anticipated to cause an impact to electric reliability and/or customer outages. This section shall apply for the duration of the assignment

The parties agreed at the Oversight Committee Frequently Asked Questions that extension of workday under Section 212.8 would be also covered by the above section.

The Company SOPP Model forecast for February 26, 2018 did contain a forecast for a weather event but indicated no additional staffing was required.

Discussion

The Union argued that the extension of workday in the Auburn and Vacaville yards were in anticipation of a weather related event affecting those locations. There were no weather related outages that had occurred in those areas. As such, the rate of pay would be governed by LA 16-44, Section 12(a).

The Company maintained that the conditions of Letter Agreement No. 16-44 were not met. The weather event had occurred in the morning and while the crews were not utilized for that response, they were held over based on the earlier outages not due to any SOPP Model forecasting.

Decision

The LA 16-44 Joint Oversight Committee continues to work through the specific conditions and application of LA 16-44, Section 12 (a). Without prejudice to the party's respective positions outlined in the above discussion section, the parties have agreed to settle these cases.

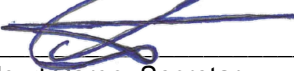
The Grievants in both cases will receive payment for time worked on the afternoon of February 26, 2018 at the double time rate of pay. Should the issue occur again, the parties agree the LA 16-44 Joint Oversight Committee should first review the issue to determine if any settlement is possible prior to the utilization of the Grievance Procedure.

This settlement is non-precedential to any other cases and shall be non-referable.

**For the Company:**

	03/17/2020
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Kathy Ledbetter, Chairperson	Date
Review Committee	

**For the Union:**

	03/12/2020
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Lloyd Cargo, Secretary	Date
Review Committee	