



REVIEW COMMITTEE



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

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Review Committee Number 25042 Electric Operations – Electric T&D – Grass Valley

Deanna Frederickson
Company Member
Local Investigating Committee

Kyle Whitman
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns whether or not the Company was obligated to assign work to a local Electric T&D crew prior to the use of contractors.

Facts of the Case

In April 2019, the Company was performing a significant amount of Wildfire System Inspection through the utilization of both PG&E Employees and contractors. The workgroups responsible for this inspection work were called “Pods” The Company had developed a written procedure to review any “A” tags that required immediate response during the work day be reviewed by the local Pod Superintendent who would in turn review availability of local crews with a local supervisor prior to any “A” tag work assignment to contractors.

A Grass Valley area contract Compliance Inspector identified a transformer that required replacement at 1:20 p.m. on a regular workday. As it was a regular workday for the Electric T&D crews in the Grass Valley area, the Company followed the above written process. The Company did not identify any crew availability and the work was subsequently assigned to a contractor crew.

Discussion

The Union maintained the Company should have known this work would have resulted in overtime and assigned to the local Title 200 employees who were available. Further, the Union specifically noted that the assignment of this work to a contractor is a violation of Exhibit XVI/LA 09-41, Paragraph 4 that states:

Call Outs and Prearranged Overtime. The Company will exhaust the applicable 212 list and check the availability of Title 300 resources before calling contractors for emergency duty. The appropriate Title 200 and 300 bargaining unit employees will be offered prearranged overtime before any contractors are called into work for prearranged overtime. This provision does not apply to regularly scheduled contractor workweeks that exceed 40 hours. Only bargaining unit employees will be used to inspect work performed by contractors consistent with current work practices. To support this initiative, Company will initiate and sustain training programs that will develop an adequate number of trained bargaining unit Inspectors. Inspectors will be journeymen or above selected by Company and approved by Union.

The Company stated that there are no specific language provisions nor precedent setting settlements to address whether the Company should have known an assignment would lead to overtime. Regardless, the Company maintained that it had followed its' own process and determined no crews were available at the Grass Valley Headquarters.

To fully understand the facts in this case, the Review Committee met with the Local Investigating Committee and local supervision. During that process, it was determined that, in fact, no Grass Valley are crew was available on the date in this case.

Decision


The parties did not reach agreement on whether the Company was obligated to assign this work to the local Grass Valley crews. However, as no local crews were available at the time of the work assignment, the specific issue in this case is considered moot.

This case should be considered closed based on the above and considered without prejudice and non-transferable toward any other cases related to Exhibit XVII/Letter Agreement No. 09-41.

For the Company:

For the Union:

Kathy Ledbetter 5/11/2021
Kathy Ledbetter, Chairperson Date
Review Committee

 5/11/2021
Lloyd Cargo, Secretary Date
Review Committee