



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.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

MATTHEW LEVY, CHAIRMAN

KIT STICE, SECRETARY

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

Review Committee Number 22530 Electric Operations – Electric M&C – Santa Cruz

Yvonne Bradley
Company Member
Local Investigating Committee

Casey Barker
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the dismissal of an Electric M&C crew and reassignment of their work during a storm event.

Facts of the Case

The grievants are Linemen in Electric M&C at Santa Cruz.

In anticipation of a storm event, crews were prearranged to work overtime beginning on Wednesday, with an initial deployment of 24 – 36 hours. Upon working 30 hours, the grievants were instructed during their regular work hours at approximately 3:00 PM to complete their tag and then were released from work. The other tag which they had not started was to be reassigned to another crew that was scheduled to report at 3:30 PM. However, only one Santa Cruz employee was available and two additional employees from another headquarters were called out.

Discussion

The Union argued that the crew working overtime was replaced in violation of Arb 120. The employees did not express that they were too tired to continue working and the supervisor did not observe any objective behaviors indicating that they were unable to continue working safely.

The Company argued that there was no violation of Arb 120 as the reassignment of work occurred during regular work hours. Furthermore, the parties agreed in PRC 2170 that during storm response, the Company has the right to utilize additional employees from other areas and that the duration of the overtime assignments is not guaranteed.

Decision

The Committee discussed this case at length at every step of the grievance procedure and was unable to reach agreement on whether there was a violation. However, in an effort to resolve this case, the parties agree to an equity settlement for each grievant in this case only to receive 10 hours at the double time rate of pay without prejudice or precedent to either party on a non-referable basis. This case is closed based on the foregoing.

For the Company:

Claire landoli
Tanya Moniz-Witten
Rod Williams
Chris Zenner

Claire I. n 6-5-17
Claire landoli, Chairman Date
Review Committee

For the Union:

Kit Stice
Robert Mohler
Karen Russell
Andrew West

Kit Stice 6-5-17
Kit Stice, Secretary Date
Review Committee