



## 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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ROBIN WIX, CHAIRMAN  
☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

### **Review Committee Number 22699 Shared Services – GC Fleet – San Luis Obispo**

Jodi Baxter  
Company Member  
Local Investigating Committee

Mark Rolow  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns the utilization of a T200 Equipment Mechanic who was called out on emergency overtime to repair a T300 General Construction assigned vehicle.

#### Facts of the Case

The grievant is a T300 Field Mechanic A. His Point of Assembly is the San Luis Obispo Service Center garage. He has worked from this location since May 7, 2012.

On July 27, 2014, the Fleet Supervisor received a call from a GC supervisor requesting that a Ford F-550 Crew Cab truck be repaired immediately. The vehicle was located at Prado Road and Highway 101 in San Luis Obispo. There were no Division or GC Fleet mechanics on duty at the time. The supervisor utilized the 212 call-out list and called out a T200 Equipment Mechanic to respond and make the necessary repairs to the vehicle.

The grievant submitted a timecard for bypass pay for 8 hours at the 2x rate.

#### Discussion

The Union argued that the vehicle was a T300 assigned vehicle and therefore the grievant should have been called out on emergency overtime to repair the vehicle. The Union cited RC 1806 wherein it states, *"Employees who are working and able to respond will be dispatched first. If no one is available or working, then the appropriate 212 list shall be utilized, or if a GC Mechanic is needed, the provision of Title 308 will be used."* The Union argued that the grievant was bypassed for the overtime assignment because the Company called out a T200 Equipment Mechanic instead of the grievant and therefore he should be paid for being bypassed for the overtime assignment.

The Company argued that Letter Agreement R2-96-107, Item C2 allows for T200 Fleet personnel to work on T300 assigned vehicles/equipment, and vice versa. The Letter Agreement states in part *"In general, the Title 300 employees will support the Title 300 workforce and the Title 200 employees shall support the Title 200 workforce, but either group can perform work on any Company vehicles or piece of equipment."*

The Company pointed out that the department's general practice is to call out T300 personnel to work on T300 assigned vehicles, and T200 personnel to work on T200 vehicles. In this case, the supervisor had only been working with the company for three months and was unaware of the practice for emergency call-outs. Notwithstanding the Union's position that a bypass occurred, Title 308 does not provide for bypass pay and any such provision is a subject for bargaining.

#### Decision

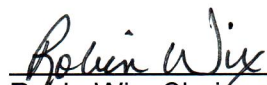
The Committee agreed that LA R2-96-107 states *"if a GC Mechanic is needed, the provisions of Title 308 will be used"*. The Committee also agreed that RC 1806 reinforces the appropriate sequence for emergency call-outs of Fleet personnel, but there is currently no Title 300 provision for paying bypass pay. The Committee learned that local discussions have resolved this specific issue. This case is closed without prejudice or precedence.

#### **For the Company:**

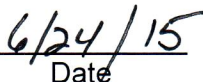
Robin Wix  
Laura Sellheim  
Rod Williams  
Chris Zenner

#### **For the Union:**

Kit Stice  
Jim Brager  
Robert Mohler  
Karen Russell



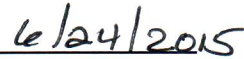
Robin Wix, Chairman  
Review Committee



Date



Kit Stice, Secretary  
Review Committee



Date