

PG&E

FOR INTRA-COMPANY USES

DIVISION OR
DEPARTMENT
FILE NO.
RE LETTER OF
SUBJECT

INDUSTRIAL RELATIONS
741.5

Review Committee Files Nos. 991,-1021, and 1035
Coast Valleys Division Grievances Nos. D.Gr/C 18-70-4,
5, 6, 7, 8, 9, 10, 11, 12, 13, 14 and 15;
Coast Valleys Division Grievance No. D.Gr/C 18-70-25;
and San Francisco Division Grievances Nos. D.Gr/C 2-70-12
and D.Gr/C 2-70-14
Expenses for Traveling Crews

August 19, 1971

MESSRS. D. W. PHIPPS and E. E. STRAND
Coast Valleys and San Francisco Divisions
Joint Grievance Committees

The above-subject grievances have been discussed by the Review Committee and are being returned to your Committees for further investigation and settlement in accordance with the following:

Since the grievances were filed, the Company and Union have met and discussed problems attendant to traveling maintenance crew assignments. As a result, the parties entered into an agreement, dated April 13, 1971, that resolved the problems expressed in the above-subject grievances. It is the decision of the Review Committee that this agreement will be utilized to settle the above-subject grievances.

After this has been done, you will note in the next minutes of your Joint Grievance Committee meetings that the cases are closed.

L. V. BROWN

L. V. BROWN, Chairman
Review Committee

LVB:DR

cc WLMurray
JHBlack
IWBonbright
JAFairchild
HJStefanetti
GNScourkes
HGTThomas
LNFoss, IBEW

LA 633

PACIFIC GAS AND ELECTRIC COMPANY

PG&E

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

April 13, 1971

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

In order to standardize the practice regarding the assignment of employees in traveling maintenance classifications to maintenance work at headquarters other than their normal headquarters, Company proposes to revise the "Notes on Traveling Maintenance Crews" in Exhibit VI-B as follows:

Notes on Traveling Maintenance Crews:

Company will designate in its steam plants certain maintenance classifications in which the incumbents will be expected to be available for special assignments at plants other than their normal headquarters for overhaul and other maintenance work for extended periods of time. Where an employee in such a classification is given such a special assignment and he qualifies for expenses under the provisions of Section 201.1 for five consecutive days or more, his rate of pay during such assignment shall be the rate of the classification to which he is assigned plus \$10.00 per week.

In filling future vacancies in the classifications designated for traveling assignments, Company will label vacancies which are posted and will maintain separate pre-bid lists for traveling and non-traveling maintenance classifications.

In making assignments to traveling maintenance crews, Company will attempt to equalize out-of-town assignments among employees in the same traveling classifications throughout the System.

Prior notification of an assignment to a traveling maintenance crew shall be given the affected employee for regularly scheduled work, where possible, at least two weeks prior to the start of the work at the temporary headquarters. Such notification shall include but not be limited to a review of each job, the anticipated duration of the assignment, the hours of work and number of shifts involved in the temporary assignment, and lodging and travel arrangements.

Each employee assigned to a traveling maintenance crew shall be allowed a reasonable sum for meals, laundry, and telephone calls and any other miscellaneous expense while at the temporary headquarters. Lodging and transportation will be arranged for and paid by Company under the provisions of Title 201 "Expenses" of the Physical Contract.

PROCEDURE FOR FILLING VACANCIES IN CLASSIFICATIONS
DESIGNATED AS "TRAVELING ..."

1. The pre-bid procedure as provided in Title 205.
2. If there are no qualified pre-bidders, the post-bid procedure as provided in Title 205.
- *3. If no bids are received from qualified post-bidders, a "qualified employee" in the appropriate apprentice classification in the headquarters who will complete his apprenticeship (36 months) within 90 days shall be assigned to the position at the end of his apprenticeship.
4. If unable to fill under the above provisions, attempt to fill the vacancy by hiring an individual qualified to perform the work.
5. If a vacancy still exists within 90 days of the first posting, repost it.
6. If the vacancy is not filled by a qualified bidder when reposted, assign the junior "qualified employee" in the classification at the headquarters to the traveling vacancy on an involuntary basis.

The words "qualified employee" are defined to include the ability to accept traveling assignments without restrictions due to health or undue family hardship.

All employees who were an apprentice or a journeyman before January 1, 1967 and who have not volunteered for a traveling maintenance classification shall be considered as non-volunteers for traveling maintenance classifications for as long a time as they remain in the plant to which they were assigned on January 1, 1967.

In 1966 it was agreed that "an employee involuntarily assigned to traveling status will be removed from such status when a more junior employee becomes available." This means that a traveling employee will be reassigned to his basic non-traveling classification as soon as a more junior employee becomes available to replace him. For purposes of comparing employees in journeyman classifications, time worked on a regular basis in corresponding apprentice classification shall be added to time worked as a journeyman. However, those employees who were involuntarily assigned to traveling status on or before the date of this Agreement (March 24, 1969) under consideration of Company seniority will be removed from such status only when an employee with less Company seniority becomes available.

*Applicable to the filling of journeyman classifications only.

April 13, 1971

In addition to the above revisions of Exhibit VI-B, Company considers a sum of \$11.00 per day as reasonable for purposes of administering the cost provisions contained in the Notes on Traveling Maintenance Crews. This figure is based on a recent survey and is subject to a review in January of each year.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. E. Enright*
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof. *

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

April 26, , 1971

By *L. L. Mitchell*
Business Manager

*It is understood that the review relating to the daily amount stipulated above with respect to meals, laundry and telephone calls shall be on a joint basis and subject to agreement of the parties.