

STEAM GENERATION DEPARTMENT  
PITTSBURG POWER PLANT  
Grievance No. 24-136-86-09  
Fact Finding Case No. 3538-86-91  
Memorandum of Disposition

JAN 9 1987  
CASE CLOSED  
LOGGED AND FILED

RECEIVED JAN 8 1987

Subject of the Grievance

This grievance concerns the payment of funeral leave during vacation.

Discussion

The Fact Finding Committee met in Walnut Creek on April 29, 1986 and again on July 28, 1986. Committee members present for the Union were Corb Wheeler, Assistant Business Manager, and Sam Tamimi, Union Business Representative. Committee members present for the Company on April 29 were Rick Doering, Industrial Relations Representative, and John Brennan, Personnel Representative; present on July 28 in place of Mr. Brennan was Reginald Ardrey, Personnel Representative. Present as an observer was Steven Rayburn, Senior Industrial Relations Representative.

The Local Investigating Committee established that the grievant, Mr. Dukes, was on a one week scheduled vacation from Monday, February 3, 1986 through Friday, February 7. Mr. Duke's grandmother died on Monday, February 3. Upon returning to work on Monday, February 10, Mr. Dukes requested that February 3 through 5 be recorded as funeral leave instead of vacation. Management denied his request.

Decision

The Fact Finding Committee noted that the Physical Agreement is silent on this issue and that there are no relevant precedential cases. The only roughly analagous situation is provided by section 111.10, whereby provisions are made for employees who are sick while on vacation. Nevertheless, the Committee agreed that funeral leave is provided for the specific circumstances outlined in section 101.9 of the agreement. So long as the criteria set forth in this section are met, employees should be granted funeral leave; the coincidence of scheduled vacation with such circumstances should not affect employees' rights under this section.

Therefore, the Company shall restore three vacation days to Mr. Dukes, and February 3 through 5 shall be recorded as funeral leave.

Based on the above, this case is closed.

Corb Wheeler Concur/Dissent 1-8-87  
Corb Wheeler, Asstistant Business Manager Date

Sam Tamimi Concur/Dissent Nov. 13. 86  
Sam Tamimi, Business Representative Date

John Brennan Concur/Dissent 11/13/86  
John Brennan, Personnel Manager Date

Rick Doering Concur/Dissent 12/16/86  
Rick Doering, Industrial Relations Rep. Date

cc: Bill Barr Robert Taylor  
Ernie Simpson Signatories