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DIVISION OR DEPARTMENT **INDUSTRIAL RELATIONS**
 FILE NO. **741.5**
 RE LETTER OF
 SUBJECT **San Francisco Division Grievance No. D.Gr/C 2-74-15**
 Number of Employees Scheduled to Work Friday
 Following Thanksgiving
 P-RC 122

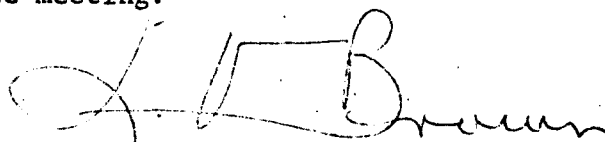
January 28, 1975

MR. K. H. WHALEN, Chairman
San Francisco Division
Joint Grievance Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned to the Division for settlement in accordance with the following:

The case is unique inasmuch as the issue in dispute is premised on the fact that the Division violated Section 103.4 of the Agreement by requiring several employees to work the day after Thanksgiving. The key factor in the case is whether the number of employees required to work was kept to a minimum consistent with operational needs. In view of the fact that this was the first experience the Company has had with this holiday, the Pre-Review Committee is in no position to determine whether the Contract was violated or not. However, the Union should be informed ahead of time as to how many employees will be required to work and the criteria used to determine this number consistent with operational needs.

This case will not be accepted by the Review Committee and is considered closed. The closure should be so noted in the minutes of your next Joint Grievance Committee meeting.



L. V. BROWN, Chairman
Review Committee

DJBergman:rto

- cc: JHblack
- IWBonbright
- JKinder
- LNFoss, IBEW