

# REVIEW COMMITTEE

## PG and E

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125

## IBEW

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

North Bay Division Grievance No. 4-28-76-28  
P-RC 236  
Reimbursement of Overpayment of Wages

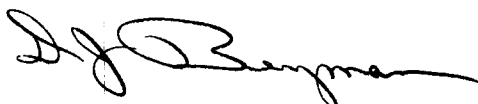
September 17, 1976

MR. W. L. MOORE, Chairman  
North Bay 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 Joint Grievance Committee for settlement in accordance with the following:

The issue in dispute concerns the overpayment of an Apprentice Lineman for the period August 6, 1975 to January 29, 1976. The Division has requested that the Apprentice Lineman repay this overpayment of \$396.94 at a rate equivalent to the rate of his overpayment. This was later reduced to the repayment schedule of \$15 a pay period. The Union's position is that the Company did not discover the error in a reasonable period of time, and the grievant should be allowed all monies and benefits received as a result of this error. On the other hand, the Division is taking the position that the grievant must have been aware of a two-step increase at the time he received his paycheck sometime in August, 1975 and, at that time, should have brought it to the Company's attention and avoided the problem. The issue, in terms of the Labor Agreement, must be predicated on whether the grievant was entitled to the monies and to that end, the Joint Grievance Committee has agreed that he was not, and the current issue revolves around a reasonable period of time in which the Company must discover an error. Therefore, the Pre-Review Committee is of the opinion that a contractual violation did not occur, and the grievant must repay the Company the overpayment.

When a settlement is reached by the Joint Grievance Committee, the Review Committee should be sent a copy of the final disposition.



D. J. BERGMAN, Chairman  
Review Committee



L. N. FOSS, Secretary  
Review Committee

DJB:rto

cc: JGFoster  
IWBonbright  
LVBrown  
Personnel Managers