

REVIEW COMMITTEE

PG and E

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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Colgate Division Grievance No. 12-10-77-1
P-RC 306
In-Lieu Holidays For Employees on Compensation Payroll

June 23, 1977

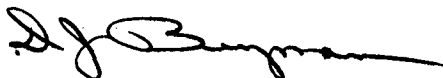
MR. D. N. STRUNK, Chairman
Colgate Division
Joint Grievance Committee

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, pursuant to Section 1B(2) of the Review Committee procedure, to the Joint Grievance Committee for settlement in accordance with the following:


The issue concerns the denial of in-lieu holidays (Christmas and New Year's) to the grievant while on the compensation payroll. The grievant is alleging that inasmuch as he was paid for the days following the holidays in question, he is eligible for consideration pursuant to Sections 103.1 and 103.5 of the Physical Agreement. The key question then becomes the intent of Section 103.1, specifically Subsection 103.1(a): "Are paid for the workdays immediately before and after the holiday,..."

The Pre-Review Committee, in analyzing this grievance, had to consider the Physical Labor Agreement, in total, and concludes that Section 103.1 was intended to apply to those people on the active payroll as opposed to an employee on the compensation payroll, which, in effect, changes an employee's status. Transferring from the active payroll to the compensation payroll not only affects holiday considerations, but other Titles of the Agreement, such as job bidding, status, overtime, vacations, etc. Therefore, the Pre-Review Committee is of the opinion that the grievant is not entitled to the correction asked for.

This case is considered closed on the basis of the foregoing, and the closure should be so noted in the minutes of your next Joint Grievance Committee meeting.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:рто

cc: RADraeger
IWBonbright
LVBrown
Personnel Managers