

REVIEW COMMITTEE

PG and E

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

RECEIVED OCT 27 1978

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. 4-466-78-29
P-RC 373
Docked 15 Minutes For 7-1/2 Minutes Tardiness

October 16, 1978

MR. F. DeGENNARO, 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, pursuant to Section I B(2) of the Review Committee procedure, to the Joint Grievance Committee for settlement in accordance with the following:

The grievance concerns the tardiness of several employees headquartered in Marin District, Customer Services Department, due to an accident on Highway 101, which slowed traffic to the point that the employees were approximately 15 minutes late for work and were subsequently docked that amount of time. The Joint Statement of Facts indicates that the Division "docked" those employees who were more than 7-1/2 minutes late rounding off to the nearest quarter hour, which resulted in payment of 7-3/4 hours for the day in question. This "7-1/2 minute" principle has been in effect for a number of years and has been the basis for grievance settlements involving straight-time pay, albeit, it is an agreed-to method of calculating over-time to the nearest 1/4 hour pursuant to Section 12.1 of the Clerical Agreement. The Division's application, in this case, appears consistent and equitable. Therefore, the correction asked for is denied.

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. This settlement is not intended to prejudice the position of either party with respect to issues currently pending in arbitration.

D. J. BERGMAN, Chairman
Review Committee

L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: RADraeger
IWBonbright
LVBrown
Personnel Managers