

REVIEW COMMITTEE

PG and E

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IBEW



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(415) 933-6060
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Colgate Division Grievance No. 12-43-78-14
P-RC 441
Denied Floating Holiday, Meter Reader

June 18, 1979

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

The case concerns the floating holiday entitlements of the grievant, a Meter Reader, headquartered in Marysville. The grievant was hired on December 30, 1977, as a probationary Meter Reader and reached regular status on June 30, 1978. May 5, 1978, was the non-read date for Meter Readers, and all Meter Readers took that day as their floating holiday, pursuant to Subsection 14.3(b) of the Clerical Labor Agreement, and as a result, the grievant, being a probationary employee at the time, took the holiday without pay.

The grievant is alleging that he should have been allowed to take the floating holiday after he reached regular status inasmuch as employees in other classifications are allowed this opportunity. The Pre-Review Committee, notwithstanding the time limits of the grievance, is of the opinion that Subsection 14.3(b) of the Agreement is clear in that all Meter Readers will be scheduled to take the non-read day in the first half of the calendar year as their floating holiday and, in this case, the Division's interpretation was correct, therefore, the grievant is not entitled to the correction asked for. However, there is a question relative to the grievant's birthday holiday, and the Joint Statement of Facts is not clear as to how that was handled. The Pre-Review Committee agrees that the Joint Grievance Committee should review the birthday holiday situation to determine whether the grievant was given his contractual rights. If there is a problem in that regard, then the case should be returned to the Review Committee accompanied by a written report of the Committee's findings.

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.

D. J. BERGMAN, Chairman
Review Committee

L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: JLKirkegaard
IWBonbright
LVBrown
FCBuchholz
JBStoutamore
RHCunningham
Personnel Managers