

REVIEW COMMITTEE**PG and E****IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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R.W. STALCUP, SECRETARY

CASE CLOSED OCT 31 1983
LOGGED AND FILED

D.J. BERGMAN, CHAIRMAN

RECEIVED OCT 31 1983

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1173-83-16
P-RC 888

October 27, 1983

MR. R. S. BAIN, Chairman
General Construction
Joint Grievance Committee

MR. BOB CALLENDAR, Union Member
General Construction
Joint Grievance Committee

Grievance Issue

Denial of funeral leave.

Facts of the Case

The grievant is a First Field Clerk. At the time of the events cited in the grievance, he worked in Brisbane.

On March 23, 1983, the grievant spent the entire day on jury duty in Lakeport. That evening, he was informed that one of his close friends had died, and that the funeral would be held in Lafayette.

On the morning of March 24, the grievant telephoned the Brisbane office and requested permission from the Senior Field Clerk to attend his friend's funeral. The Senior Field Clerk granted the grievant permission for one day of funeral leave, but told the grievant that he (Senior Field Clerk) would confirm this with his Field Office Supervisor and call the grievant back. The Senior Field Clerk then called the Field Office Supervisor. After considering the circumstances of the grievant's request, the Field Office Supervisor approved four hours of funeral leave for the grievant. However, when the Senior Field Clerk attempted to call the grievant and appraise him of the Field Office Supervisor's decision, no one answered the phone.

When the grievant returned to work at Brisbane on March 25, he was informed by the Senior Field Clerk that he would be allowed four hours funeral leave with pay and four hours off personal with permission but without pay for March 24. The grievant then telephoned the Field Office Supervisor and requested to be paid funeral leave for eight hours on March 24. After discussing the situation with the grievant, the Field Office Supervisor granted him an additional 1-1/2 hours of funeral leave with pay. The grievant opined that this adjustment was insufficient.

Discussion and Decision

The Company noted in the Pre-Review Committee that the Labor Agreement Subsection which is applicable to this situation, Subsection 101.9(b) reads as follows:

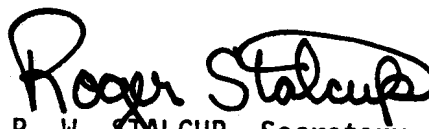
"Consistent with the Company's operational needs, a regular employee may be granted the time off with pay necessary to attend the funerals of other persons (i.e., not immediate family) the employee may be reasonably deemed to owe respect, but not to exceed one day." (emphasis added)

Company opined that, in light of this Subsection's language, the grievant was properly paid for 5-1/2 hours on March 24. However, Company acknowledged that the record seems to indicate that the grievant may have been led to believe that he had permission to take the whole day as paid funeral leave. This being the case, as an equity settlement, the Company agreed to pay the grievant a full eight hours funeral leave for March 24.

Since the Company's offer grants the correction asked for, the case was closed without further adjustment. This settlement is without prejudice to future similar cases.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

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