



REVIEW COMMITTEE

111.13(b) - Bonus vacation for
empl using less than
1/2 of sick leave while working
4 day/10 hr schedule. Should
be paid 10 hrs bonus, not 8 hr

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

JUN 27 1991

**CASE CLOSED
LOGGED AND FILED**

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
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED JUN 25 1991

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

ENCON Grievance No. 3-2048-89-153
P-RC 1446

Grievance Issue:

Sick leave bonus for employees with two to four years of service being granted in eight-hour increments for employees working 10-hour/4-day schedules.

Facts of the case:

Employees can earn an additional vacation day in their second, third and fourth years of service for using five days or less of paid or unpaid sick leave. Employees working four-, ten-hour day schedules and who qualify for the additional day off are receiving pay for eight hours instead of ten.

Discussion:

Company and Union agreed that the intent of this bonus vacation was to encourage non-use of sick leave. In some instances, compensating employees for eight hours when taking the additional vacation day results in 38 hours pay instead of 40 during the basic workweek. This creates a disincentive for prudent sick leave usage.

Decision:

The Committee agreed to resolve this issue for General Construction only. Employees who take the earned bonus vacation day while working on a four - 10 hour day schedule will be compensated for 10 hours.

Employees who work split schedules (a combination of five-, eight-hour days and four-, ten-hour days) and who use this bonus vacation day will be paid for the hours of the schedule he/she is currently working.

Based on the above, this case is considered closed and should be so noted in the minutes of the Joint Grievance Committee.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee