



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94105
(415) 973-1125

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

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Fresno Division Grievance No. FRO-91-4
P-RC 1552

September 10, 1992

JAMES DRAKE, Company Member
Fresno Division
Local Investigating Committee

RON VAN DYKE, Union Member
Fresno Division
Local Investigating Committee

The Pre-Review Committee is returning P-RC 1552 to the Fact Finding Committee for settlement in accordance with Section 6.9 of the January 1, 1988-December 31, 1990 Clerical Agreement, which was in effect at the time of this grievance.

Please provide the Pre-Review Committee a copy of the Fact Finding Committee settlement so that the P-RC file may be closed.

David J. Bergman, Chairman
Review Committee

Roger W. Stalcup, Secretary
Review Committee

SARayburn(223-1123): nj

FRESNO DIVISION
GRIEVANCE NO. FRO-91-04
FACT FINDING COMMITTEE NO. 4942-91-42

APR 14 1993

**CASE CLOSED
LOGGED AND FILED**

MEMORANDUM OF DISPOSITION

RECEIVED APR - 6 1993

SUBJECT OF THE GRIEVANCE:

The grievance concerns an employee who was granted time off to attend the funeral of an Uncle. Four hours was charged as funeral leave and four hours was charged as vacation.

The correction asked for was that the entire eight hour period be charged as funeral leave.

DISCUSSION:

The grievant requested time off to attend the funeral of an Uncle. Four hours was granted. The grievant requested an additional four hours to spend time at the house of the deceased.

The Company allowed the additional time off, but did not allow funeral leave to be used. The additional four hours was charged as vacation.

The Uncle was not a member of the grievant's immediate household. Pursuant to the language of Subsection 6.9(b) of the Clerical Agreement which was in effect at the time of this incident states "*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 the employee may be reasonably deemed to owe respect, but not to exceed one day.*"

DECISION:

The Committee agreed that the local practice provided funeral leave only for the amount of time necessary to attend funeral services. In this case, the amount of time necessary to attend the funeral was four hours. These four hours were granted with pay as funeral leave.

This case is closed without adjustment, and without prejudice.

FRESNO DIVISION
GRIEVANCE NO. FRO-91-04
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MEMORANDUM OF DISPOSITION -- PAGE 2

James Drake
James Drake
Company Member

Concur/Dissent 2-26-93
Date

Mike Tyburski
Mike Tyburski
Company Member

Concur/Dissent 10/26/92
Date

Ken Ball
Ken Ball
Union Member

Concur/Dissent 2-16-93
Date

Ron Van Dyke
Ron Van Dyke
Union Member

Concur/Dissent 3/4/93
Date