



**Pacific Gas and
Electric Company™**

REVIEW COMMITTEE



IBEW

PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
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RECEIVED
AUG. 4, 1999
CASE CLOSED
FILED & LOGGED

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
PERRY ZIMMERMAN, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Grievance Nos. SAC-98-10 & CHI-99-9
Fact Finding Nos. 6704-98-79, 6902-99-60
Pre-Review Committee Nos. 2183 & 2219

JAYNE ROCCI-SMITH
MOLLY WILLIAMS
Company Members
Local Investigating Committee

PHIL CARTER
Union Member
Local Investigating Committee

Subject of the Grievance

These grievances concern the proper rate of pay for employees traveling to and from training sessions.

Facts of the Case

In both grievances, employees reported to their regular headquarters prior to the start of their regular work hours. From there they traveled in group transportation to their training location and returned at the end of the day. The training occurred on a variety of dates and covered a variety of topics, including safety. The employees were not paid for the time it took to travel to and from their home and regular headquarters. They were paid straight time for travel outside of regular hours to and from their regular headquarters and the training location.

Discussion

At the heart of the issue is meaning of the language of Section 201.7, which addresses daily travel to and from training. The language states:

"When arrangements are made for an employee to travel each day between the employee's living quarters and the training location, he/she shall be given an allowance for the time involved which is in excess of the time normally taken in

traveling between his/her living quarters and regular headquarters and such compensation shall be paid at the employee's regular straight rate of pay. Transportation between living quarters and the training location shall be in accordance with the provisions of Section 201.9."

A literal reading of this section could imply that in order for the travel time to be paid at the straight time rate of pay, the employee would need to travel directly from their home to the training location. Under this interpretation, an employee who travels in to their headquarters first, would have travel time to the training location paid at the overtime rate. Arguably this could include the travel time into their headquarters as well, under the provisions 208.12.

The Pre-Review Committee reviewed the transportation options provided for in Section 201.9 and noted that group transportation by Company vehicle is one of the options. The Committee discussed that employees utilizing group transportation would need to report to their headquarters or some other location where the Company vehicle was before traveling to the training assignment. Given that group transportation is an option under 201.7, and that the use of such an option would preclude employees from traveling directly from their home to the training location, the Pre-Review Committee concluded 201.7 does not require employees to travel directly from their home to the training location.

Based on the facts of these cases the Pre-Review Committee finds that the employees were properly paid. If, however, employees report to their regular headquarters prior to regular work hours, in order to perform work before traveling to a training location, the time spent working would be paid at the overtime rate. Additionally, the travel time in to work in such a situation would be paid at the overtime rate. The time spent traveling to the training location would be paid at the straight time rate in accordance with 201.7.

DECISION

These cases are closed without adjustment on the basis of the foregoing.

Margaret A. Short
Margaret A. Short, Chairman
Review Committee

Perry Zimmerman
Perry Zimmerman, Secretary
Review Committee

8/3/99
Date

8-3-99
Date