



**Pacific Gas and
Electric Company**

REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED
 OCT. 28, 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

Central Coast Division Grievance No. CCH-98-25
Fact Finding No. 6872-99-030
Pre-Review Committee No. 2228

PAULA JEAN
Company Member
Local Investigating Committee

ED CARUSO
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the timeliness of processing in-lieu meal payments.

Facts of the Case

Union alleges a delay of four to six weeks in employees receiving in-lieu meal checks. Several examples of completed forms are included as exhibits to the Joint Statement of Facts, however, no explanation of the various notes on the exhibit is included in the write-up, and no specifics as to which payments were late or when they were received. Company indicated that all local processes are in compliance with established procedures but that is not demonstrated using the exhibits in the file as examples.

Discussion

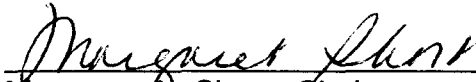
The PRC reviewed the settlement of Business Manager's Grievance No. IR-IBEW-97-2 which commits Company to issuing in-lieu meal checks from Accounts Payable on a weekly basis. It does not indicate that payment will occur in the same week as the in-lieu meal is earned. However, the intent is that such processing should not take more than two weeks depending on timing.

There are several points in the processing time line that could delay the payments: late turn-in by the employee, late inputting by the time clerk in the field location, late release by the authorizer, backlog in Accounts Payable.

Union's PRC member contacted the Shop Steward involved in the grievance and was informed that this issue has not been a problem for quite some time, that in-lieu meal payments are being received timely.

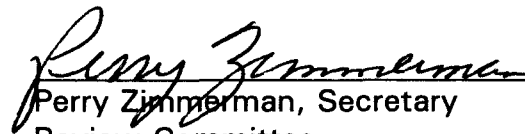
DECISION

PRC is in agreement that the above cited BM grievance settlement is governing and the reason for the allegedly delayed payments was not specifically identified. This is closed without adjustment based.



Margaret A. Short, Chairman
Review Committee

10/28/99
Date



Perry Zimmerman, Secretary
Review Committee

10-28-99
Date