



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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VACAVILLE, CALIFORNIA 94696
(707) 452-2700

RECEIVED by LU 1245
June 27, 2011

**CASE CLOSED
FILED & LOGGED**

- DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

ED DWYER, SECRETARY

Pre-Review Committee No. 19685 Energy Delivery – Electric T&D – San Francisco

Michelle Roberts
Company Member
Local Investigating Committee

Landis Martilla
Union Member
Local Investigating Committee

Subject of the Grievance

Whether the denial of certain meal charges violated the Agreement

Facts of the Case

A crew went to eat breakfast after working until 5:00 a.m. There were six crew members who went to breakfast while the Crew Foreman was still at the job site. The bill came to \$120.82 and was paid for with one employee's P-card.

On the bill were several a la carte items. The grievant stated that he had been tail-boarded on a la carte items. The grievant was asked to pay back \$8.22 for the extra items. The grievant paid the amount and his p-card was not taken away and he was not disciplined.

Discussion

Company argued that the supervisors have been given training that included Title 104 and the Supplement on Meals. The Meals Supplement specifically excludes the purchase of a la carte items unless that is all that is available to order or as a dessert with dinner. The a la carte items were appropriately denied.

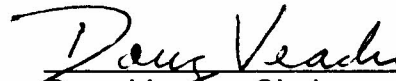
The Union argued that under extreme working conditions extra ala carte item may be allowed. In this case, the employees worked 12 hours without stopping for a meal. The union further argued that the grievant felt compelled to pay or face discipline or loss of his P-card.

The Committee reviewed Title 104 – Meals of Physical Labor Agreement and the Labor Agreement Interpretation Supplement which provide the parties' understandings of allowable

purchases. The Meals Supplement provides for the consideration of a number of factors in determining the reasonableness of a meal. The meal provided should be enough to adequately compensate for the need for food as determined by these factors. In extreme working conditions the need for nourishment may be increased. Employees must discuss such situations with their supervisor for their approval prior to the meal.

Decision

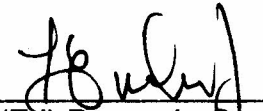
The meal was not excessive in cost, but the items excluded in this case were appropriately excluded based on the Meal Supplement which excludes a la carte items. This case is closed without adjustment.



Doug Veader, Chairman
Review Committee

6/10/11

Date



F.E. (Ed) Dwyer Jr, Secretary
Review Committee

6/10/2011

Date