



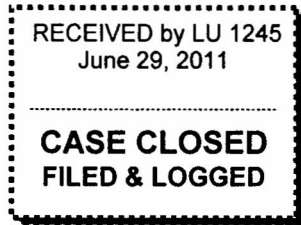
REVIEW COMMITTEE

IBEW



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



DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F.E. (ED) Jr DWYER, SECRETARY

Pre-Review Committee No. 19797 Energy Delivery – Electric T&D – Cinnabar

Voncille Williams
Company Member
Local Investigating Committee

Bill Brill
Union Member
Local Investigating Committee

Subject of the Grievance

The grievants were required to reimburse the Company for meal charges deemed to be unreasonable and were coached and counseled.

Facts of the Case

The grievants charged an average of \$75 each for an overtime meal. The employees ate at an expensive restaurant, Paradiso on Cannery Row. There were several reasonable priced restaurants in the area. The employees were told to reimburse the Company \$25 each and were coached and counseled for violating the meal guidelines. The employees reimbursed the Company.

Discussion

The Union argued there is no set monetary limit in the Meals Guidelines. The grievants worked extensive hours without stopping to eat. Due to these facts the Union believes they should not have been required to reimburse the Company.

Company's position is that there is no violation of the Agreement. The M&C management is working to bring skyrocketing costs of overtime meals under control. Scrutinizing higher cost meals and applying the meal guidelines more stringently is not a violation of the Agreement. Despite extensive discussions with employees regarding unreasonable meal costs, the grievants drove by several reasonably priced restaurants to eat at a very high end restaurant.

The Company has the right to discipline employees who do not follow expectations regarding reasonable meal costs. Clearly, by eating at such an expensive restaurant and charging \$75

each, the grievants did not meet their obligation to keep meal costs reasonable. The coaching and counseling sessions were appropriate, and are not subject to grievance procedure to determine just cause.

The Committee agreed that employees have an obligation to keep meal costs reasonable by exercising good judgment in selecting restaurants and menu selections. The Company is obligated to pay the cost of a reasonable substitute, but not those costs which are unreasonable or exceed the guidelines of the Meals Supplement. Employees who refuse to reimburse the Company when advised or violate the meal guidelines may be subject to disciplinary action. The determination of reasonable meal costs and any disciplinary action are subject to the grievance procedure

The Committee reviewed Letter Agreement 95-51 which addresses P-card use by bargaining unit employees. Attached to the letter agreement are the cardholder's application and guide. Each employee who is issued a P-card must sign and comply with these documents. The application clearly states that the card may only be used for "reasonable" business purchases and that misuse or abuse of the card may result in disciplinary action.

Decision

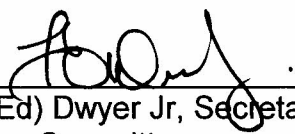
The Committee agreed the coaching and counseling and requirement to reimburse the Company for unreasonable meal charges did not violate the agreement. This case is closed without adjustment.



Doug Veader, Chairman
Review Committee

6/28/11

Date



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

6/28/2011

Date