

REVIEW COMMITTEE DECISION

R. C. File No. 50 - San Joaquin Division Grievance No. 97 -
Reimbursement of Lunch Expense for Maintenance
Employees at Kern Steam Plant

Subject of Grievance

Maintenance employees at Kern Steam Plant were scheduled to work at Midway Steam Plant in Buttonwillow. The employees were notified by Company one week in advance of their assignment, and carried lunches to the job. Expense vouchers for \$1.50 each were submitted by the employees for reimbursement for their lunches, but the Company denied payment. The claim was made that the employees were assigned to work outside their established headquarters and were therefore entitled to reimbursement for lunch expense.

Statement and Decision

Section 201.3 of the Agreement provides that employees who work in an established work area are entitled to reimbursement of lunch expense only when they are temporarily required to be away from such area and are unable to return in order to adhere to their usual lunch arrangements. In this case the maintenance crew at Kern Steam Plant has a work area which includes Midway Steam Plant; therefore the Company is not obligated to reimburse the employees involved for the cost of their lunch. Furthermore, inasmuch as the employees carried their lunches to work they are not entitled reimbursement for lunch expense.

Some question has arisen with respect to the classification titles of employees who work in an office, shop, or established work area, as mentioned in Section 201.3, and it is expected that at a later date Company and Union will reach agreement which will clarify this subject.

For Union

Ray Michaels
Leonard Gehringer
Elmer B. Bushby

By Elmer B. Bushby

Date 4-12-54

For Company

H. F. Carr
R. J. Tilson
V. J. Thompson

By V. J. Thompson

Date 3/25-54