

## REVIEW COMMITTEE DECISION

Review Committee File Number 259  
Coast Valleys Division Grievance Numbers 2502,  
2503, 2504, 2551, 2552 and 2553

### Subject of the Grievances

The Grievances concern a dispute as to the time required by maintenance employees to travel from the Morro Bay Power Plant to the Moss Landing Power Plant. The employees were temporarily assigned to the Morro Bay Power Plant to perform major maintenance work and, at the time, it was anticipated that the temporary assignment would last about a month during which time they would be allowed, whenever possible, to return to their homes on week ends. Prior to leaving for Morro Bay, the men were told that the assignment was being made in conformity to Section 201.2 (2) of the Labor Agreement. The time cards submitted by the employees involved in the above enumerated grievances denoted that they claim to have traveled in excess of the time considered reasonable by the Company when returning from Morro Bay on the week ends. The time cards were not approved by the Division. The grievances which followed the Division action could not be settled by the Division Joint Grievance Committee and were referred to the Review Committee.

### Statement and Decision

The dispute at the local level surrounds a question of travel time on the part of employees who were returning from their temporary headquarters during regular work hours. The question submitted to the Review Committee is, did the employees involved in the grievance take an unreasonable time in traveling as contended by the Division, or was the time claimed as traveled reasonable in view of the road conditions, normal driving habits, and with respect to employees' personal safety as contended by the Union. The Division opined that three hours was a reasonable time in which to drive between the power plants. The Union stated that the employees met with various delays and for this reason required additional travel time.

In reaching a settlement of this case, it has been decided that, without setting any precedent, the requests for travel time from Morro Bay to Moss Landing shall be allowed. The time thus allowed, however, will not exceed the time taken by the employees and approved by the Division when they reported to their temporary headquarters at Morro Bay. A review of these time cards shows that travel time of four hours was approved for each of the employees by the plant Management.

This Decision, made only to settle the present grievance, does not reach an answer as to the allowance of a reasonable time in which employees will be expected to travel from one location to another. Since travel time

will vary as a result of unforeseen circumstances, the cases where the actual travel times greatly differ from what is considered to be normal should be reviewed. In such cases, employees shall be expected to furnish an explanation for the abnormal time spent in traveling.

The Labor Agreement, Section 201.1, states: "The time spent by such employees in traveling to such temporary job at its beginning and from it at its conclusion and any expense incurred therein shall be paid for by Company." It is intended that no exact limitation shall be applied and that no abuses shall be condoned. Each grievance concerning travel time must be decided on its merits considering all of the circumstances involved.

FOR UNION:

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By L. L. Mitchell

Date 2/17/61

FOR COMPANY:

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