

REVIEW COMMITTEE DECISION

Review Committee File No. 278
San Francisco Division Grievance No. 126

Subject of Grievance

The record submitted to the Review Committee states that the grievance involves five Steam Maintenance employees working at the Hunters Point Power Plant. The employees, whose regular work hours were from 8:00 a.m. to 4:30 p.m., worked overtime from 12 midnight to 8:00 a.m. on Friday, October 7, 1960. Following completion of the overtime work, the employees were allowed a rest period of six consecutive hours for which they received straight pay. The six hour rest period overlapped their regular work hours and ended at 2:00 p.m. They were excused from reporting for work until the following work day and did not receive pay after 2:00 p.m.

The employees requested straight time pay from the time they were excused from reporting for work to the end of their work day. The Division contended that they were not entitled to further pay as Subsection 208.11 (e) does not require such payment following completion of the six hour rest period.

Statement and Decision

The application of the language of Section 208.11 prior to its amendment on September 1, 1953, to the same facts presented by this grievance will assist in understanding the Review Committee's disposition of the grievance. Prior to September 1, 1953, Section 208.11 provided that these employees could have been excused at 8:00 a.m. without pay until the following work day.

In accordance with the present provisions of the amended Section, these employees were entitled to a six hour rest period with pay after completion of the overtime work because the rest period extended into and overlapped their regular work hours. Where, as here, the rest period extends into the second half of the employees' work day, the same conditions apply as were found under the former provisions of this Section; i.e., the employees may be excused without pay from reporting to work for the balance of the work day.

FOR UNION

Kenneth Stevenson
W. M. Fleming
L. L. Mitchell

BY L. L. Mitchell

DATE July 21, 1961

FOR COMPANY

E. F. Sibley
C. L. Yager
V. J. Thompson

BY V. J. Thompson

DATE July 7, 1961