

REVIEW COMMITTEE DECISION

Review Committee File No. 524
San Francisco Division Grievance No. 2-64-1

Statement of Facts

The grievant, a shift employee at the Hunters Point Power Plant, was scheduled to work from November 22 through November 28, 1963. His scheduled work hours were 11:45 p.m. to 7:45 a.m. On November 27, 1963, after completing his scheduled shift at 7:45 a.m., he was contacted at his home by his supervisor at 3:00 p.m. and told not to report for work on November 28, 1963, Thanksgiving Day.

The correction asked by the grievant is that he receive overtime compensation for the shift that he was told not to work.

Discussion

The pertinent provisions of the Agreement, relative to this dispute, are found in Subsection 103.6(a):

"Regular employees in the classifications listed below (which include the grievant's classification) may be regularly scheduled to work on holidays which fall on their work days and shall be compensated therefor as provided in Title 208."

"If the Company determines that the services of an employee are not required on the holiday, such employee, upon being notified by Company any time prior to quitting time of his work day next preceding the holiday, shall then take the holiday off with pay and his name shall be considered to be removed from the schedule for such day."

The intent of this subsection is that such employees not needed to work on holidays may be removed from the work schedule, but they must be given proper notice.

Decision

The facts stipulated in the record evidence that proper notice, i.e., notice prior to 7:45 a.m., November 27, was not given in this instance. The grievant then was still scheduled to work on Thanksgiving Day, November 28, 1963. Inasmuch as his failure to report for his scheduled shift was at the order of his supervisor, he shall be compensated therefor as provided in Title 208.

FOR UNION:

R. W. Fields
W. M. Fleming
L. L. Mitchell

By

L. L. Mitchell

Date

Dec 28, 1964

FOR COMPANY:

E. F. Sibley
C. L. Yager
L. V. Brown

By

L. V. Brown

Date

December 22, 1964