

# REVIEW COMMITTEE

**PG and E**

**IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
L.N. FOSS, SECRETARY

L.V. BROWN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

Review Committee File No. 1386-75-5  
Shasta Division Grievance No. 13-75-10  
Troubleman and General Foreman Performing  
Substation Maintenance Work

January 16, 1976

MR. A. E. HENDERSON, Chairman  
Shasta Division  
Joint Grievance Committee

The Review Committee is in receipt of your letter dated December 15, 1975 and has reviewed both Company and Union interpretations.

The Review Committee Decision calls for the Joint Grievance Committee to "make the necessary wage adjustments" and to this end, the Review Committee is of the opinion that once the appropriate grievant has been determined by the Committee, the wage adjustment should only include an equal amount of the actual work time of the Electrician on the day in question; otherwise, travel time from home to headquarters; headquarters to home; and meal time for breakfast is excluded.



L. V. BROWN, Chairman  
Review Committee



L. N. FOSS, Secretary  
Review Committee

DJBergman:rto

cc: FCMarks  
IWBonbright  
MLMoore

RECEIVED

JAN 20 1976

L.U. 1245 I.B.E.W.

**PG and E****FOR INTRA - COMPANY USES**

DIVISION OR DEPARTMENT Shasta  
 FILE NO. 741.5  
 RE LETTER OF  
 SUBJECT Shasta Division Grievance #13-75-10  
 Review Committee File No. 1386-75-5

December 15, 1975

MR. L. V. BROWN, CHAIRMAN, REVIEW COMMITTEE:

The Review Committee's Decision on Shasta Division Grievance #13-75-10 (Review Committee File No. 1386-75-5) has been received and discussed by our Division Joint Grievance Committee. In our effort to settle the grievance as recommended, Union and Company have interpreted differently the Review Committee's intent with respect to "make the necessary wage adjustments."

Union's Intrepretation

The Helper that "should have been assigned" is entitled to an overtime pay adjustment in an amount equal to the Electrician that worked, including travel time and meal time.

Company's Intrepretation

Under the recommended settlement the Helper is entitled to an overtime pay adjustment equal to the work time of the Electrician (including travel time enroute to and from the job from his regular headquarters). Company believes travel time from home to headquarters and meal time for breakfast taken at Redding enroute from Burney to Cottonwood should be disallowed.

Clearly both "intentions" could be drawn from the recommended settlement. A review of comparable "pay for time not worked" Review Committee Cases is not particularly enlightening with respect to this issue. For purposes of equity, may we have your guidance for this and future cases?

*A. E. Henderson*

A. E. HENDERSON, Chairman  
 Shasta Division Joint Grievance Committee

MLMoore:bk

cc WRStewart