

## REVIEW COMMITTEE

**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY  
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**IBEW** 

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### REVIEW COMMITTEE DECISION

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

Review Committee File No. 1429-77-16  
San Jose Division Grievance No. 8-186-77-98

### Subject of the Grievance

The grievance concerns the denial of the "floating holiday" during 1977. The grievant, a Gas Helper, San Jose, attained regular status on August 28, 1977, and requested that she should be allowed to take the "floating holiday" on November 28, 1977.

### Discussion

The central issue in the case revolves around the application of Title 103 of the Physical Agreement as it relates to employees attaining regular status subsequent to July 5, 1977. In view of the late ratification date of the 1977 contract settlement, an agreement between the Manager of Industrial Relations and the Union Business Manager, by letter of May 13, 1977, agreed, as those qualified, to waive the requirement to take the "floating holiday" prior to July 6, 1977, and extend it to the end of 1977. The grievant is alleging that this waiver qualified her for the "floating holiday" in the calendar year of 1977.

In reviewing system-wide application, the Review Committee has determined that in those cases where employees were erroneously instructed by Management to observe the "floating holiday" notwithstanding when they attained regular status and the holiday was observed, the Company, by practice, has paid the employee the holiday pay. In those cases where the holiday was requested and denied by Management, employees were not allowed the time off and, as a result, did not lose a day's pay.

### Decision

It is the decision of the Review Committee that the letter of May 13, 1977, does not provide a "floating holiday" in the calendar year 1977 for employees who attained regular status after July 5, 1977. Other than the exceptions noted above, this case is considered closed without adjustment.

FOR COMPANY:

F. C. Buchholz  
J. A. Fairchild  
D. J. Bergman

FOR UNION:

G. W. Abrahamson  
W. H. Burr  
L. N. Foss

By



By



Date

4-21-78

Date

4-21-78