

REVIEW COMMITTEE**PG and E****IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY
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 SAN FRANCISCO, CALIFORNIA 94106
 (415) 781-4211, EXTENSION 1125

CASE CLOSED MAR 28 1983
LOGGED AND FILED

INTERNATIONAL BROTHERHOOD OF
 ELECTRICAL WORKERS, AFL-CIO
 LOCAL UNION 1245, I.B.E.W.
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 R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Francisco Division Grievance No. 2-720-82-20
 Review Committee File No. 1549-83-2

Subject of the Grievance

Was it proper for the Company to deny sick leave to the grievant when he reported to his supervisor at 7:30 a.m. on a workday that "he was in no condition to come to work" because his mother was gravely ill in a hospital?

Facts of the Case

On February 23, 1982, the grievant phoned his supervisor and stated that "he was in no condition to come to work" due to his mother's grave illness. The supervisor agreed to put the grievant off on sick leave. On February 24, 1982, following the death of the grievant's mother on the previous day, the grievant again phoned his supervisor to request Funeral Leave, which was granted. At that time, the supervisor told the grievant that sick leave was for the employee's illness and not for the illness of family members. The supervisor then informed the grievant that he was changing his previous day's absence from sick leave to a day of vacation. The grievant did not question the change at that time. On April 4, 1982, at the Local Investigating Committee, the grievant stated that on February 23, 1982, he was emotionally and mentally ill and that he had an upset stomach and headache all day.

Discussion

The Review Committee agreed at the outset of the discussion that the Sick Leave Titles of the Agreements do not include paid time off for family illness. This understanding has been applied consistently over the years by Company and has been sustained from time to time through the grievance procedure.

In reviewing the facts of this case, the Review Committee noted that at the time the supervisor made his final decision denying the use of sick leave, there was no indication that the grievant was suffering any physical or mental symptoms which would have prevented him from working had he chosen to do so. Had this grievant indicated to the supervisor during the phone conversations on February 23 and 24, 1982, as he later stated at the Local Investigating Committee, that he was emotionally and mentally ill and that he had an upset stomach and headache, he would have been granted paid sick leave.


Decision

The Review Committee agrees that, in this case, the denial of sick leave was proper. However, the Committee also agrees that the grievant must be given the choice of using one day of his vacation or of taking the day in question off on unpaid leave of absence.

This case is closed.

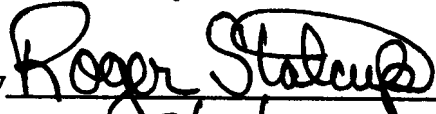
FOR COMPANY:

L. C. Beanland
F. C. Buchholz
J. B. Stoutamore
D. J. Bergman

By 
Date 3-7-83

FOR UNION:

G. W. Abrahamson
R. L. Choate
P. Pelucca
R. W. Stalcup

By 
Date 3/23/83