

REVIEW COMMITTEE

PG and E

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

IBEW 

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

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Shasta Division Grievance No. 13-61-78-17
Fact Finding Committee No. 986-78-279
P-RC 417
Safety Inspection Committee - Meals

February 2, 1979

MR. L. H. CONNER, Company Member
Shasta Division
Local Investigating Committee

MR. R. M. HAFNER, Union Member
Shasta Division
Local Investigating Committee

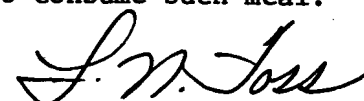
The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Section I B(1) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case originally involved Company's requirement that employees who are assigned to Safety Inspection Committees in Shasta Division provide their own lunch rather than purchasing one at Company's expense during the safety inspection. In reviewing the facts in this case, it was evident that the practice of the Company purchasing lunch for the Division Safety Inspection Committees in Shasta Division was one of long-standing. An attempt was made during the Spring of 1978 to inform employees of the four Shasta Division Safety Committees that they would be required to provide their own lunch for the inspection period rather than stop at local restaurants for lunch as they have in the past. By the time this requirement was disseminated, three of the Committees had completed their inspections and had been provided a meal at Company's expense. The Lassen District Committee members, however, had not begun their inspection and were, therefore, required to provide their own lunch during their inspection period.

Company and Union agreed at the Division level that based on the long-standing historical practice of providing lunches for these Committees that such practice would be continued. The Company, however, sought some measure of protection in terms of the length of time that would be allowed for the Committees' lunches and wanted to include a provision in the settlement relating to the employee's obligation under Title 202 of the Physical Labor Agreement. Since the parties were unable to agree to this issue, it has been referred to the Pre-Review Committee.

After considerable discussion, this case is being returned to the Local Investigating Committee for its settlement, which should provide for the reinstatement of the past practice of providing lunches at Company's expense for the Division Safety Inspection Committees and a reasonable time to consume such meal.


D. J. BERGMAN, Chairman
Review Committee


L. N. FOSS, Secretary
Review Committee

PEPettigrew(1123):rto

cc: RJLaRue
IWBonbright
LVBrown
Personnel Managers

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 814 MAIN STREET • BOX 340 • RED BLUFF, CALIFORNIA 96080 • (916) 527-5880

R. J. LA RUE, JR.
DIVISION MANAGER

September 25, 1979

P-RC 417

Messrs.: R. M. Hafner
Business Representative
Local 1245 IBEW
1915 Continental Street
Redding, California 96001

H. L. Iness
Electric T&D Shop Steward
Red Bluff Service Center

Dear Messrs. Hafner and Iness:

On March 20, 1979, a letter was sent to you and Mr. H. L. Iness to provide for a final settlement to ~~Shasta Division Grievance 13-61-78-17~~. As you know, that grievance advanced an issue that Company had improperly denied meals at Company expense to members of the Safety Inspection Committees within Shasta Division. The March 20, 1979 letter settlement was subsequently rejected by you. Since then another grievance was filed (13-93-79-13) which has been settled by the Fact Finding Committee and should provide additional basis for settlement of the original case, 78-17. Consequently the following is offered to provide a final closure to Grievance 78-17.

The settlement of this case as outlined by the Pre-Review Committee in their File No. P-RC 417, provides for the reinstatement of the past practice of providing lunches at Company's expense for IBEW members of the Division Safety Inspection Committees and a reasonable time to consume that meal. Company is certainly willing to implement this proposed resolution by the Pre-Review Committee; however, it should be noted that Safety Inspection Committee members will be encouraged to minimize the time taken to consume the noon meal at Company's expense. Employees will be expected to schedule their Safety Inspections so that they are conveniently located to a restaurant at the start of the 1/2-hour lunch break in order to minimize the time needed to secure and consume the meal. Additionally, employees will be encouraged to telephone ahead to order their meals if at all possible.

The settlement of Shasta Division Grievance No. 13-61-78-17 does not modify the past practice in remote locations where Division Safety Inspection Committee members have not been provided a meal at Company's expense. In those locations the past practice will continue to prevail as the past practice of Company purchasing a meal for employees at other locations in the Division will be reinstated.

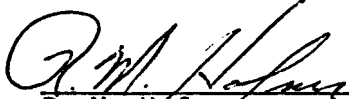
Please sign in the space provided below to formally close this case as requested by the Pre-Review Committee.

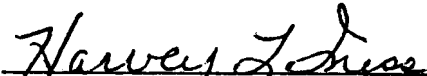
Sincerely,

<i>L. H. Conner</i>	<i>9/25/79</i>	<i>W. R. Marotti</i>	<i>9/27/79</i>
L. H. Conner	Date	W. R. Marotti	Date
Division Personnel Manager		Division Gas Superintendent	

Messrs. R. M. Hafner and H. L. Iness
September 25, 1979
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Union agrees to close Shasta Division Grievance No. 13-61-78-17 based upon
Pre-Review Committee File No. 417.


R. M. Hafner _____ 9-25-79 _____
Date


H. L. Iness _____ 9-28-79 _____
Date
Electric T&D Shop Steward

cc DJBergman
AEHenderson
RJLaRue, Jr.
WRMazotti
CSimpkins
SFSvensson
JLUlrich