

REVIEW COMMITTEE

101.9 P
112.1 P

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
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1081-80-175
P-RC 620
Alleged Denial of Funeral Leave

June 16, 1981

MR. T. C. PHEBUS, Company Member
East Bay Division
Local Investigating Committee

MR. J. VALENTINO, Union Member
East Bay 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 Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns an employee's request for funeral leave, not to attend a funeral but to stay home to meditate. The employee's request was denied. He then requested the day off sick which was also denied. He was, however, granted the day off on personal business without pay.

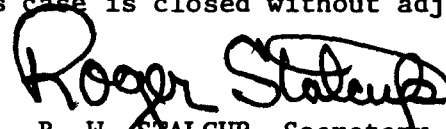
Notwithstanding the timeliness issue in this grievance, the Committee discussed whether or not being emotionally distraught constituted justification for the payment of sick leave. The Company member of the Committee indicated that, in some circumstances, the payment of sick leave may be appropriate for emotional distress depending on those circumstances.

In the instant case, in reviewing the grievant's own testimony that he had not known the deceased "very long" and that the custom in his family was to meditate in those situations when unable to actually attend the funeral, the ~~Committee~~ agrees that the payment of funeral leave and sick leave under these circumstances would be inappropriate.

Based on the facts of this case only, this case is closed without adjustment.



D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

MAShort(6274):ml/RWS:rlm

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|-------------|--------------|--------------|-----------------------------|
| cc: FCMarks | IWBonbright | NRFarley | LSilton |
| MEBadella | LVBrown | DOkabayashi | CPTaylor |
| LCBeanland | FCBuchholz | JBStoutamore | RCTaylor |
| MEBennett | RHCunningham | WKSnyder | Division Personnel Managers |