

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

CASE CLOSED JUL 14 1982
LOGGED AND FILED

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

Colgate Division Grievance No. 12-71-81-5
P-RC 734

July 1, 1982

MR. J. L. MacDONALD, Company Member
Colgate Division
Local Investigating Committee

MR. E. A. FORTIER, Union Member
Colgate 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(i) of the grievance procedure to the Local Investigating Committee for settlement in accordance with the following:

This case involves a question of the payment of travel time when a Relief Shift employee returns to his regular shift without having had 12 hours off following the end of his last preceding work period and, thus begins the shift at the overtime rate of pay until the 12-hour period is elapsed.

The dispute in this case concerns the interpretation of Paragraph C.1.(b) of the Labor Agreement clarification on Titles 202 and 208, entitled "Hours of Relief Shift Employees". In this particular case, the grievant had worked the 3:00 p.m. to 11:00 p.m. shift relieving an absent System Operator. The following day the grievant, Relief System Operator, returned to his regular 7:00 a.m. to 3:00 p.m. shift. From 7:00 a.m. to 11:00 a.m., he was paid at the overtime rate in accordance with Section 208.20 of the Physical Agreement. The grievant submitted a time card for travel time to work for his regular shift that day and was subsequently denied.

In a brief survey of other headquarters, the Company's committee has determined that there are varying practices with respect to the payment of this travel time. However, the preponderance of the evidence indicates that such travel time is paid under the subject clarification. The Committee notes that there are a number of grievances being held in other Division awaiting the outcome of this case and suggest that the following decision be used where appropriate to resolve those other grievances.

In reviewing the language of the clarification and other evidence regarding historical practice, the Committee concludes that the literal application of Paragraph C.1.(b) would be the correct interpretation of this Section; that is, in the instant case, and other similar cases, where the Relief Operator has not had

July 1, 1982

12 hours off following the end of his last preceding work period, he will be paid travel time at the overtime rate from home to the headquarters whether he is beginning the present shift as a relief assignment or returning to his regular work hours. Paragraphs C.1 and C.3 of the clarification provide further definition as to when travel time will be paid at the beginning or at the beginning and end of such assignment. The trigger as to payment of travel time, however, is contained in Paragraph C.1.(b).

On the basis of the above discussion, the Committee concludes that the grievant should be compensated for the time in question in this grievance. This case is considered closed on the basis of the foregoing and the adjustments provided herein, and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

PEPettigrew(1123):ml/RWS:rlm

cc: JLKirkegaard
LCBeanland
IWBonbright
FCBuchholz
GClerk
AWDefoe
NRFarley
DAOkabayashi
TCPhebus
WKSnyder
JBStoutamore
CPTaylor
CEWelte
Division Personnel Managers