

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
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

RECEIVED DEC 19 1985

- ☐ DECISION
☐ LETTER DECISION
☐ PRE-REVIEW REFERRAL

V.P. & Comptrollers Grievance No. 22-411-83-49
P-RC 972

December 18, 1985

JEFF D. SISSON, Company Member
V.P. & Comptrollers
Local Investigating Committee

DOROTHY FORTIER, Union Member
V.P. & Comptrollers
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(v) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns the elimination of an employee resting area on the 12th floor of 77 Beale Street, San Francisco.

The resting area, which had been in existence since 1971, was converted to office space in July 1983. There are currently ten First Aid Rooms, two Women's Lounges, and several cafeteria/lunchroom areas in the General Office complex.

The Union alleges that the elimination of the resting area violates the provisions of Item 13(b) of the Industrial Welfare Commission Order No. 4-80 which states:

"Suitable resting facilities shall be provided in an area separate from the toilet rooms and shall be available to employees during working hours."

Discussion between the parties focused on what constitutes "suitable resting facilities", whether or not in order to be in compliance with the IWC Order, the employer must provide some piece of furniture on which an employee may recline.

The two Women's Lounges are connected to the women's toilet areas; are not accessible to men; and one limits the use to women from a specific department. The cafeteria/lunch areas do not have furniture on which to recline nor are they semi-private. The First Aid Rooms generally have a cot and gurney.

Decision

Without reaching accord on the interpretation of the Order or whether this issue is a proper subject for the grievance procedure, the parties agreed that employees have access to the First Aid Rooms when the need arises to lie

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down. Notices shall be posted on bulletin boards stating the location of the First Aid Room, the name of the First Aid Attendant, and that a key to the room may be obtained from the First Aid Attendant.

This case is considered closed on the basis of the foregoing, and such closure should be so noted by the Local Investigating Committee.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER V. STALCUP, Secretary
Review Committee

MAS:ml