



REVIEW COMMITTEE

MAY 21 1991

**CASE CLOSED
LOGGED AND FILED**

RECEIVED MAY 15 1991

112.8 -Following overnight
POT assignment, Griev
called in late & was
inappropriately denied
sick leave pay.

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
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SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

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

Pre-Review Committee File No. 1486
ENCON Grievance No. 3-2142-90-87

April 30, 1991

BYRON TOMLINSON
Engineering and Construction
Joint Grievance Committee

BARRY HUMPHREY
Engineering and Construction
Joint Grievance Committee

Subject of Grievance

Lineman denied sick leave pay.

Facts of the Case

On August 2, 1990, the underground line crew that Grievant was assigned to worked their regular hours of 7:00 a.m. to 3:30 p.m. The crew returned at 9 p.m. on the same date and worked til 2 a.m. on August 3, 1990. The crew was instructed to report back to work at 7 a.m. on August 3 to work their regular hours. Grievant had his wife call his supervisor at 8 a.m. on August 3 to say that Grievant would not be in to work.

As a result of Grievant's failure to call in prior to the start of the workday, his absence from work on August 3 was posted as "off without permission, without pay."

Discussion and Disposition

Company argued that Grievant failed to follow the proper call-in procedure and was justifiably denied sick leave pay.

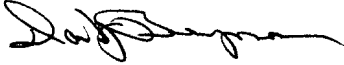
Union argued that the Grievant did notify the Company of his absence in a timely manner and should be paid for the sick leave.

The Committee agreed that the Grievant should be paid sick leave for the day, August 3. There was no indication in the report that Grievant was not ill or

April 30, 1991

able to report for work. On the issue of following the call-in procedure, the Grievant should be coached and counselled on the proper procedure.

This case is considered closed as per the aforementioned.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER STALCUP, Secretary
Review Committee

JAM:rps/tc