



REVIEW COMMITTEE

RECEIVED FEB 16 1996

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**CASE CLOSED
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
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R.W. STALCUP, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Francisco Division Case No. SFO-95-16
Fact Finding File No. 6126-95-143
Pre-Review Committee File No. 2027

CAROL QUINNEY
Company Member
Local Investigating Committee

ERIC WOLFE
Union Member
Local Investigating Committee

This case concerns the scheduling of Floating Holidays at the San Francisco Call Center. The issue arose in February 1995 when an employee wanted to schedule a Floating Holiday for the end of the year. She was ultimately told that she would have to wait until the vacation sign-up in March for the April-December time frame.

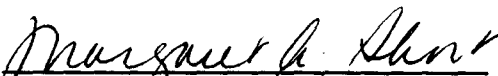
The Pre-Review Committee reviewed Sections 8.13 (vacation scheduling) and 14.3 (Floating Holidays) of the Clerical Agreement. It was discussed that when Floating Holidays were first negotiated, there was no provision for scheduling in conjunction with vacation sign-up. As a result, employees were making arrangements with their supervisor for a certain day and being "bumped" from taking that day by a more senior employee in their same classification. The sign-up provisions were negotiated to protect employees from such bumping.

Based on the language in the Agreement, the Pre-Review Committee agrees that employees may sign-up for a Floating Holiday during the specified sign-up periods and not be bumped by a more senior employee since the vacation sign-up starts with the most senior employee.


Employees may also make arrangements with their supervisor to take a specific date as a Floater, but if this is not done in conjunction with vacation sign-up, the employee may be bumped by a more senior employee in the same classification who later asks for such date.

In either situation, company may limit the number of employees to be off on any date, in any given classification to not less than one.

This case is closed based on the foregoing.



Margaret A. Short, Chairman
Review Committee



Roger W. Stalcup, Secretary
Review Committee

2/14/96

Date

2/14/96

Date