

103.1; 202.16: *On conversion from the legacy HR and Payroll systems to SAP HR Payroll system – no regular status employees on a 10 hour schedule has been paid for less than 10 hours when taking a holiday. No violation occurred.*



## REVIEW COMMITTEE

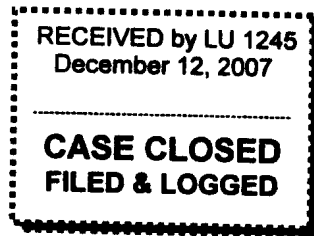
**IBEW**



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MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL



INTERNATIONAL BROTHERHOOD OF  
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**Pre-Review Committee No. 17056  
Nuclear Power Generation - DCP**

Cher Anthony  
Company Member  
Local Investigating Committee

Dan Lockwood  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns conversion from the legacy HR and Payroll systems to SAP HR/Payroll system and the affect on employees on 10-hour schedules and their holiday entitlement.

### Facts of the Case

In August 2006 a new HR/Payroll system was implemented. Some employees had unused holidays on the books at the time of conversion. Each day was converted to 8 hours of holiday time in SAP available for employees to take. Prior to and post conversion, employees on 10-hour schedules receive 10 hours of pay when taking a holiday.

In SAP, employees on 10-hour schedules receive one hour of holiday pay each pay period. This totals 26 hours per calendar year which is the amount needed to supplement the 13 paid holidays each year with 2 hours each holiday taken. These additional hours allow those on 10-hour schedules receive 10 hours of pay.

In legacy employees on 10-hour schedules were paid 8 hours of holiday time and 2 hours subsidized by the Company. This subsidy continues in SAP via the additional holiday hour each pay period.

### Discussion

The correction asked for is that Company post an additional two hours of holiday time for each holiday that was converted. Company declines to do so because of the provision above and because there is no way to know if the holidays that were on the books at conversion occurred while the employee was on a 10 hour schedule or another schedule. The fact that many employees had many accumulated holidays was a systemic error. There was no entitlement to have those holiday hours on the books. They should have been used or cancelled long ago.

To facilitate the conversion to SAP, the parties executed Letter Agreement 05-55. It has since been cancelled and superseded by Letter Agreement 07-44. The section specifically addressing employees on 10-hour schedules did not change.

Decision

No regular status employee on a 10 hour schedule has been paid for less than 10 hours when taking a holiday. No violation of the agreement occurred. This case is closed without adjustment.

Margaret A. Short

Margaret A. Short, Chairman  
Review Committee

11/20/07

Date

Bob Choate

Bob Choate, Secretary  
Review Committee

11/16/07

Date