



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
(408) 282-7464

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Pre-Review Committee Number 25362 Electric Operations – Grid Control Center – Vacaville

Yvonne Bradley
Company Member
Local Investigating Committee

Dave Sankey
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance concerns whether or not the Company should have required the Grievant to utilize unused Vacation and Floating Holiday hours instead of the requested unpaid time to extend her funeral leave.

Facts of the Case

In January 2020, the Grievant requested three days of Funeral Leave for early February as well as one day of paid vacation and an additional two days of time off with permission and without pay for a family member who had passed away. The Company denied the three days of time off as with permission and without pay and instructed the Grievant to resubmit her timecards with the time as either Vacation or Floating Holiday time.

The Company stated in the Local Investigating Committee that the requirement to take paid vacation and floating holiday time off prior to any time off with permission and without pay has been a long standing practice at the Grid Control Center.

Section 101.9 (a) of the IBEW Physical Agreement notes:

101.9 FUNERAL LEAVE

- (a) A regular employee will be granted up to three days off with pay if a member of the immediate family dies. Unused vacation or floating holidays may be granted to extend an employee's funeral leave beyond the three days provided for above or personal time off without pay for the time needed will be granted. The immediate family shall be limited to: an employee's spouse or employee's registered domestic partner, parent, grandparent, grandparent-in-law or grandparent of employee's registered domestic partner, parent-in-law or parent of employee's registered domestic partner, child or child of employee's registered domestic

partner, grandchild, son-in-law, daughter-in-law, stepchild, brothers, sisters, half-brothers and half-sisters, step-brothers, step-sisters, foster parents, step-parents, aunts, uncles or an individual who was a member of the employee's immediate household at the time of death. (Amended 7-25-12)

The parties have previously agreed to utilize the Company issued Summary of Benefits Handbook to provide information to employees regarding benefits. It states the following:

You may use vacation or floating holidays, if applicable, to extend your funeral leave beyond the three days provided for, or request personal time off without pay for the time needed.

Discussion

The Union asserted that Section 101.9(a) provides a list of the options should the employee request the additional time off. Further, this section did not provide any language restricting the use of time off with approval and without pay. The Union also noted the Company's own Industrial Relations Reference Guide from the 1990's noted the same practices.

The Company maintained that the long standing practice has been to require vacation and floating holiday time be exhausted first prior to granting of time off with permission and without pay. The Company also noted that it remains up to the supervisor to approve the time away given the possible impacts to operations of the specific department.

The Committee discussed that Section 101.9(a) is written so that it first provides that time off to extend funeral leave may be granted. It next provides that the time available may be vacation or floating holiday or with permission/without pay.

Decision

The Committee is in agreement that the provisions of Section 101.9 to extend time off beyond the Funeral Leave provisions are predicated upon having supervisor approval and that the Company will approve such request if it does not interfere with operational requirements. The Committee is also in agreement that once the above approval is provided, the employee may then utilize available floating holidays, available vacation, or time off without pay to extend the time off work.

In reference to this specific case, the Grievant will be provided the opportunity to utilize three days of unpaid time off with permission to be utilized during her next scheduled vacation.

This case should be considered closed based on the above.

For the Company:

For the Union:

 6/08/2021
Kathy Ledbetter Date
Chairperson, Review Committee

 6/8/2021
Lloyd Cargo Date
Secretary, Review Committee