

REVIEW COMMITTEE DECISION

Review Committee File No. 1354
San Joaquin Division Grievance No. D.Gr/C 25-74-7

Subject of Grievance

The case involves whether the grievant was entitled to his birthday holiday with pay. The grievant notified his supervisor that he was resigning from the Company, effective March 29, 1974. The grievant's birthday was March 23, 1974, and in accordance with Title 103 of the Agreement was scheduled to have March 29, 1974 off as his birthday holiday. The supervisor notified the grievant that his last day of employment would be March 28, 1974 as that was the last day he worked.

Discussion

The unanswered question in the case is one of determining whether an employee is entitled to be paid for a holiday when the holiday falls after the employee's last regular work day with the Company. To resolve this question and ultimately the grievance, one must look to the Labor Agreement for the answer. Specifically, Section 103.1 and Subsection 103.1(c) which provide for payment of a holiday only if the employee is a regular employee and either paid the day before or after the holiday but is off work with permission without pay on the other day. In the case at hand, it is clear that on the following regular work day (Monday, April 1, 1974) the grievant was not an employee of Company and, therefore, would not qualify for the holiday pay.

Decision


In view of the foregoing, it is the decision of the Review Committee that the grievant was not entitled to holiday pay for March 29, 1974. This case is considered closed.

FOR UNION:

W. H. Burr
E. R. Sheldon
L. N. Foss

By

Date



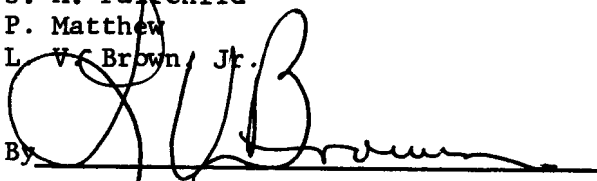
Date July 2, 1974

FOR COMPANY:

J. A. Fairchild
P. Matthew
L. V. C. Brown, Jr.

By

Date



Date July 2, 1974

PG and E

FOR INTRA-COMPANY USES

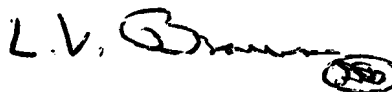
DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
 FILE NO. 741.5
 RE LETTER OF
 SUBJECT Review Committee File No. 1354
 San Joaquin Division Grievance No. D.Gr/C 25-74-7

July 8, 1974

MR. A. O. CLARK, Chairman
 San Joaquin Division
 Joint Grievance Committee

Attached is a Review Committee Decision which has been agreed upon between Company and Local 1245, I.B.E.W., with respect to Review Committee File No. 1354.

The Decision, in effect, establishes a rule that if a holiday falls on an employee's last work day with the Company, the employee will not receive pay for the holiday. However, the Decision does not apply in cases where employees retire under the provisions of Company's retirement plan or dies before his next regular scheduled work day.



L. V. BROWN, Chairman
 Review Committee

LVB:rto

Attachment

- | | |
|----------------|-----------------------------|
| cc: JFBonner | PMatthew |
| HPBraun | EJMeyers |
| JYDeYoung | ADowen |
| EBLangley, Jr. | HPPrudhomme |
| RKMiller | MJStone |
| FAPeter | ECSuess |
| CHSedam | HGCooke |
| EFSibley | SCGrubb |
| TVAdams | WKSnyder |
| RPBenton | EHWinsor, PGT |
| IWBonbright | Joint Grievance Committee |
| AWDefoe | Chairmen |
| JAFairchild | Division Personnel Managers |