

# REVIEW COMMITTEE

**PG and E**

**IBEW**



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D.J. BERGMAN, CHAIRMAN

## REVIEW COMMITTEE DECISION

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee File No. 1453-78-20  
Fact Finding Committee No. 957-78-250  
San Jose Division Grievance No. 8-242-78-41

Review Committee File No. 1456-78-23  
Fact Finding Committee No. 1005-78-298  
North Bay Division Grievance No. 4-533-78-96

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### Statement of the Grievances

These cases involve questions concerning employees' credited service for the purposes of the Company's retirement plan and were processed by the Committee pursuant to the provisions of Section 1.03, Grievance Procedure, of the Benefit Agreement, as amended January 1, 1977.

Each of the grievants requested an adjustment of their credited service date. In Review Committee File No. 1456, the record submitted to the Review Committee evidences that the grievant was employed by General Construction in April, 1939. He did not join the plan until May 1, 1948. In explanation of his request for an adjustment, the grievant filed a notarized affidavit stating that he had not been informed of the existence of Company's retirement plan or of his eligibility to join such plan until about April, 1948.

In Review Committee File No. 1453, the grievant was employed on April 3, 1967. The record evidences that he received an employee benefit manual from his supervisor on April 14, 1967. The employee did not become a member of the plan until January 1, 1973, when employee contributions were discontinued. On March 8, 1978, the grievant also requested an adjustment of his credited service stating in his letter that "at the time I was eligible for the retirement plan, the plan was not properly explained to me." His application was denied, upon which he requested reconsideration; this time explaining, that "since the retirement plan was never explained to me from the time I was eligible, I feel it (the denial) was improper."

### Discussion

It is the Review Committee's decision that the record supports the grievant's statement in Review Committee File No. 1456 that he joined the plan at the first time he became aware of his entitlement. By the grievant's own admission, this was not true in Review Committee File No. 1453.

Decision


In Review Committee File No. 1456, the grievant's credited service shall be adjusted to April 19, 1939. The grievant's request in Review Committee File No. 1453 is denied.

FOR COMPANY:

F. C. Buchholz  
J. B. Stoutamore  
D. J. Bergman

FOR UNION:

G. W. Abrahamson  
W. H. Burr  
L. N. Foss

By 

Date 4-17-79

By 

Date 4-17-79