



## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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(530) 246-6430

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

ROBIN WIX, CHAIRMAN  
☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

### **Review Committee Number 22458** **All – Mileage to Training – System BM 14-02**

Doug Veader  
Company Member  
Local Investigating Committee

F.E. (Ed) Dwyer, Jr.  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns whether the Company is required to pay mileage reimbursement to Title 200 employees who use their personal vehicles to travel between lodging and training facilities during training assignments.

#### Facts of the Case

The Company has denied mileage reimbursement to Title 200 employees who lodge overnight while attending training for incurred mileage when using their personal vehicle to travel between the place of lodging and the training facility.

#### Discussion

The Committee reviewed the various contract sections under Title 201 Expenses related to mileage reimbursement, as provided for in Section 201.6 Personal Vehicle, when using a personal vehicle in connection with an employee's duties. The language under Title 201 is not clear in the application of reimbursing employees mileage expenses when they use their personal vehicle to travel between Company provided lodging and a Company training facility during a training assignment. The Committee agreed that the system-wide practice appears to be mixed with some employees being reimbursed for the mileage between lodging and the training facility and others are not reimbursed.

The Committee agreed that the overall intent of mileage reimbursement when employees use their personal vehicles in the course of their duties is to compensate employees for gas and for the wear and tear on their personal vehicles in connection with their duties.

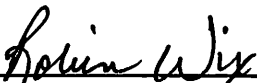
The Union committee members opined that when employees use Company owned/leased/rented vehicles for the entirety of the training assignment, including between lodging and the training facility, the employees' transportation costs are covered by the Company, and therefore it is inconsistent to allow some employees to utilize paid transportation while others must pay to use their own vehicles without mileage reimbursement.

Decision

It is clear to the Committee that the practice of reimbursing employee's for mileage between lodging and training facilities has not been consistent across the system. The Committee agrees when employees are authorized to use their personal vehicles during a training assignment, the payment of mileage reimbursement as defined under Section 201.6 Personal Vehicle is appropriate and shall be applied from the signing of this agreement going forward. This case is closed based on the foregoing.

**For the Company:**

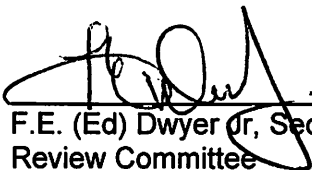
Robin Wix  
Tanya Moniz-Witten  
Rod Williams  
Chris Zenner

  
\_\_\_\_\_  
Robin Wix, Chairman  
Review Committee

4/22/15  
\_\_\_\_\_  
Date

**For the Union:**

F.E. (Ed) Dwyer Jr.  
Robert Mohler  
Jim Brager  
Karen Russell

  
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F.E. (Ed) Dwyer Jr, Secretary  
Review Committee

4/22/15  
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Date