

PG and E**IBEW**

PACIFIC GAS AND ELECTRIC COMPANY
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MAY 8 1986
CASE CLOSED
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RECEIVED APR 30 1986
REVIEW COMMITTEE DECISION

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Francisco Division Grievance No. 2-962-84-62
Review Committee File No. 1612-85-5
Arbitration Case No. 140

Subject of the Grievance

This case involves the demotion of a dual Cableman/Cable Splicer to Cable Splicer.

Facts of the Case

The grievant was employed February 1, 1962, was promoted to the dual classification on August 3, 1982 and was demoted on April 2, 1984. On January 20, 1984, the grievant was counselled for failing to spot a damaged electric meter which was the cause of a problem at a customer's residence. The grievant told the customer to call an Electrician.

On March 28, 1984, the grievant was issued a letter of reprimand for a switching error which occurred on March 23, 1984. The last paragraph of that letter reads:

"The performance demonstrated in this incident is unacceptable. You are to consider this letter a warning and any further incidents of this nature will bring further disciplinary action up to and including removal from your present classification or discharge."

From March 26, 1984 through March 30, 1984, the grievant was enrolled in a 40-hour Switchman training class which he did not successfully complete.

On April 3, 1984, the grievant was issued a letter which confirmed his demotion on April 2, 1984. The letter read, in part:

"Due to a number of problems you have been having performing Cableman's duties, such as the recent switching error you were involved in and your failure to pass the 40-hour Switchman's training class..."

Discussion

The parties have agreed in other cases that the 40-hour Switchman training class, standing alone is not justification for affecting an employee's status. While the grievant had some history of documented performance problems, the most recent one was during the week immediately prior to attendance at the class. The condition precedent in that March 28, 1984 letter is very clear; and there were no further incidents.

It was also noted by the Review Committee that the subject area of the class where the grievant had the most difficulty involved work appropriate for the Troubleman classification and not Cableman.

Decision

The Committee agreed that the demotion was not for just and sufficient cause. The grievant will be returned to the Cableman/Cable Splicer classification and paid at the Cableman rate for 65 percent of the time from the date of demotion to the date returned, less any days he was unavailable.

The Review Committee retains jurisdiction should the reinstatement not occur within 60 days of March 27, 1986.

This case is closed.

FOR COMPANY:

Norman L. Bryan
Floyd C. Buchholz
Robert C. Taylor
David J. Bergman

By *David J. Bergman*

Date 4-23-86

FOR UNION:

Patrick S. Nickeson
Fred H. Pedersen
Arlis Watson
Roger W. Stalcup

By *Roger Stalcup*

Date 4/24/86