

**PG and E**

**FOR INTRA - COMPANY USES**

DIVISION OR DEPARTMENT **INDUSTRIAL RELATIONS**  
FILE NO. **741.5**

RE LETTER OF SUBJECT **San Francisco Division L.I.C. Grievance No. 2-74-4**  
**Discharge of Rodney D. Morgan, Gas Serviceman**  
P-RC 32

March 12, 1974

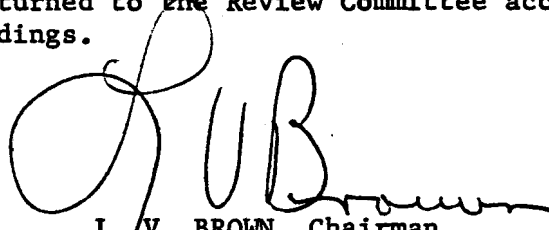
**MR. G. D. LAWSON, Company Member**  
**San Francisco Division**  
**Local Investigating Committee**

**MR. F. A. QUADROS, Union Member**  
**San Francisco Division**  
**Local Investigating Committee**

The above-subject grievance has been reviewed by the Pre-Review Committee before its docketing on the agenda of the Review Committee. It was agreed that the Joint Statement of Facts does not provide sufficient information for the Review Committee to reach a settlement in the case. Before the grievance can be accepted by the Review Committee, the following information and clarification of certain statements are needed:

1. The Joint Statement of Facts indicates that the grievant was off with permission on Friday, January 11, 1974, because his wife was giving birth. When did the grievant ask for the time off? What was the supervisor's understanding of the day off? Was it for one day only? Was the grievant scheduled to work Saturday?
2. It appears that the suspension of the grievant was a result of statements made by him on January 17 and 18, 1974. Can these statements be verified? What was the Shop Steward's understanding of the absences after the January 18, 1974 meeting?

After the investigation is completed, the Local Investigating Committee should again attempt to reach a settlement in the case. If not, then the grievance should be returned to the Review Committee accompanied by a written report of your findings.



**L. V. BROWN, Chairman**  
**Review Committee**

DJBergman:rto

- cc: JHBlack  
 IWBonbright  
 PMatthew  
 JAFairchild  
 JKinder  
 LNFoss, IBEW ✓

PACIFIC GAS AND ELECTRIC COMPANY  
SAN FRANCISCO DIVISION  
LOCAL INVESTIGATING COMMITTEE FILE NO. 2-74-4  
UNION'S GRIEVANCE NO. 2-74-9

RECEIVED

APR 11 1974

L.U. 1245 I.B.E.W.

P-RC 32

SUBJECT OF GRIEVANCE:

The case involves the discharge of Rodney D. Morgan, Gas Serviceman, on January 18, 1974.

FACTS OF THE CASE:

The facts are as stated in the attached "Joint Statement of Facts (Exhibit I)" as submitted to the Review Committee on February 5, 1974.

STATEMENT AND SETTLEMENT:

This grievance was reviewed by the Pre-Review Committee and was returned to the Local Investigating Committee on March 12, 1974 -- suggesting that the L.I.C. again attempt to reach a settlement in the case.

Based on the facts, it is the decision of the Local Investigating Committee that the grievant will be reinstated under the following conditions:

1. He will be required to accept an appointment as a Helper in the San Francisco Division Gas T&D Department.
2. He will be required to report to Mr. R. C. Dodge, Superintendent of Gas T&D, 18th and Shotwell Streets, San Francisco, at 8:00 a.m., Monday, April 8, 1974 for assignment.
3. His employment record will show that he was absent without pay as a disciplinary measure from January 18, 1974 to April 8, 1974.
4. The grievant's reinstatement will further be on the condition that he has to maintain a good attendance record, especially that his pattern of sick days off preceding and following his non-work days be corrected and with the further understanding that if he is off work without permission or if he fails to show for work on time without prior arrangements being made with his supervisor, he will be subject to discharge without recourse to the grievance procedure, except to determine whether the evidence supports the action.

CASE CLOSED

*Frank A. Quadros*

FRANK A. QUADROS, UNION MEMBER  
Local Investigating Committee

Date: 4-5-74

Distribution:

- (1) Division Manager
- ( ) Department Head
- ( ) Chairman, Joint Griev.Comm.

*Glenn D. Lawson*

GLENN D. LAWSON, COMPANY MEMBER  
Local Investigating Committee

Date: 4-5-74

- (1) Division Personnel Manager
- (1) Manager, Industrial Relations
- (3) L.I.C. Members