

**PG and E**

**FOR INTRA - COMPANY USES**

DIVISION OR DEPARTMENT    **INDUSTRIAL RELATIONS**  
 FILE NO.                    **741.5**  
 RE LETTER OF SUBJECT    **San Jose Division Grievance No. LIC 8-74-39**  
                                  **Demotion of R. Garcia**  
                                  **P-RC 116**

**RECEIVED**

**DEC 9 1974**

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

**December 5, 1974**

**MR. L. H. CONNER, Company Member**  
**San Jose Division**  
**Local Investigating Committee**

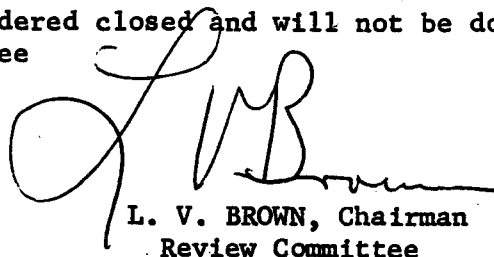
**MR. O. OWEN, Union Member**  
**San Jose Division**  
**Local Investigating Committee**

The above-subject grievance has been reviewed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned to the Local Investigating Committee for settlement in accordance with the following:

The Joint Statement of Facts indicates that the grievant has been a Line Subforeman in San Jose since 1962, and up until October of 1973 his job performance has been satisfactory. Since that time, the record indicates that he has been involved in two separate rule and judgment infractions which, in one instance, resulted in an employee being seriously injured. The Pre-Review Committee is in agreement that disciplinary action was in order. The question remaining is not one of the grievant being unfairly disciplined but is one of what course of action is necessary to correct the grievant's problems and allow him, in the future, to return to his former status as a Line Subforeman.

To this end, the Pre-Review Committee is of the opinion that supervision should review the grievant's problems relative to his safety rule violations and establish a program that will allow the grievant to demonstrate his capability of understanding and following Company's safety regulations. When the grievant demonstrates his ability to follow these rules, then the restrictions of returning to his former classification should be lifted.

This case is considered closed and will not be docketed on the agenda of the Review Committee



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

DJBergman:rto

cc: **VHLind**  
**IWBonbright**  
**Personnel Managers**  
**LNfoss, IBEW**