

PG&E

FOR INTRA - COMPANY USES

DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
 FILE NO. 741.5
 RE LETTER OF
 SUBJECT Coast Valleys Division Grievance No. D.Gr/C 18-75-5
 P-RC 146
 Three-Day Disciplinary Layoff of a Lineman

August 12, 1975

MR. J. BATTLES, Company Member
 Coast Valleys Division
 Local Investigating Committee

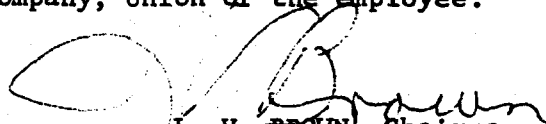
MR. M. R. COOK, Union Member
 Coast Valleys Division
 Local Investigating Committee

The above-subject grievance has been discussed 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 case concerns an alleged safety violation where the grievant refused to perform work which he contended was in violation of the safety order. On giving the matter a second thought, however, he agreed to perform the work in the future and subsequently filed a grievance. At the same time, a ruling was sought from the Division of Industrial Safety on the point of whether or not the work order did in fact violate a safety order. In the opinion of supervision, it did not and for the initial refusal to perform the work, a three-day disciplinary layoff was imposed. Subsequently, a ruling was obtained from the Department of Industrial Relations Division of Industrial Safety upholding the grievant's contention. Since then, the Company has taken steps to set aside the rule. The outcome of all of this is undoubtedly some time off in the future and, in any event, beyond the time limits contained in the grievance procedure.

In the interest of promoting cooperation in matters of this nature, the Review Committee believes that the uncertainties of the outcome should not be held against the employee. Therefore, without admission that the work order and discipline imposed was improper, the Company is willing to restore the employee's wages for the days off without prejudice to its initial position in the matter.

After making the wage adjustment, this case then shall be settled by the Local Investigating Committee on the basis that it is simply closed without prejudice to the position of Company, Union or the employee.


 L. V. BROWN, Chairman
 Review Committee

DJBergman:rto

cc: WLMurray
 IWBonbright
 Personnel Managers
 ✓ LNFoss, IBEW

10/2/75