

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
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(415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

IBEW



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
L.N. FOSS, SECRETARY

DECISION Computer Operations Grievance No. 22-62-77-32
 LETTER DECISION P-RC 341
 PRE-REVIEW REFERRAL Bypass of Machine Operator

MR. R. I. GIBBS, Company Member
Computer Operations
Local Investigating Committee

MR. E. VALLEJO, Union Member
Computer Operations
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, pursuant to Section I B(1) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

The case concerns the bypass of a Machine Operator to Clerk D for excessive absenteeism. The Department based the bypass on the grounds that attendance is an integral part of work performance and that anyone who is being actively counselled will not be considered eligible for transfer or promotion. On the other hand, the Union is arguing that attendance, standing by itself, should not be used in determining one's qualifications for either a transfer or promotion. The issue is not new to the Review Committee, and Company and Union have had numerous discussions over this problem and to that end, have agreed to resolve this problem within the framework of the following guidelines:

Job attendance is one of the critical areas of an employee's responsibility; when unsatisfactory and within the employee's capability to correct, the usual concepts of "corrective discipline" are appropriate, e.g., progressive discipline from oral counselling, letter(s) of reprimand, time-off without pay, and, ultimately, discharge. Generally, however, unless in combination with other work performance problems or where the new job demands a higher attendance standard, it is not a proper basis for bypass to promotion or transfer. At the same time, however, it should be noted that the progressive discipline follows the employee to the new job.

The Local Investigating Committee will reconsider the case in the light of the foregoing and inform this Committee of its disposition within 15 calendar days of the date of this letter.

D. J. BERGMAN, Chairman
Review Committee

L. N. FOSS, Secretary
Review Committee

DJB:rt0

cc: IWBonbright
LVBrown
Personnel Managers

COMPUTER SYSTEMS AND SERVICES DEPARTMENT
COMPUTER OPERATIONS
Grievance [REDACTED]
Fact Finding Committee 718-78-11
Pre-Review Committee 341

The Local Investigating Committee was reconvened on April 5, 1978 to determine the outcome of this case pursuant to the recommendation of the Pre-Review Committee.

The case was reconsidered in the light of the guidelines stated in the Pre-Review Committee letter of March 29, 1978. (See attached). Consequently, Ms. Graves will be offered the next available Clerk D vacancy that occurs in the V. P. and Comptrollers Department.

The progressive discipline which is at the oral warning stage due to excessive absenteeism will be expected to continue on the new job.

FOR UNION

FOR COMPANY

Eduardo Vallejo Concur/Dissent
EDUARDO VALLEJO
Business Representative
Date 4/13/78

Richard I. Gibbs Concur/Dissent
RICHARD I. GIBBS
Administrative Analyst
Date 4/12/78

Frances Weston Concur/Dissent
FRANCES WESTON
Shop Steward
Date 4/12/78

Mary Ciabellini Concur/Dissent
MARY CIABELLINI
Section Supervisor
Date 4/12/78