

5 P
102.2 P

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

P-RC No. 361
General Construction Grievance No. 3-359-78-10
Disciplinary Layoff, Mechanic

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
R.W. STALCUP, SECRETARY

**CASE CLOSED
LOGGED AND FILED**

September 15, 1980

MR. D. K. LEE, For Company
General Construction
Local Investigating Committee

MR. G. H. WALLACE, For Union
General Construction
Local Investigating Committee

Statement of the Case

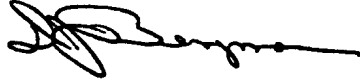
The grievance concerns the suspension of a Hydro-Substation Mechanic, Station Construction Department, on January 25, 1978, for allegedly leaving work early on January 24 without permission and subsequently on January 25 refusing to discuss his reasons with a supervisor until such time as grievant could be provided with Union representation of his choice.

Discussion

Grievant allegedly left this job site on Morro Bay Power Plant at 4:27 p.m., on January 24, 1978, without permission of a supervisor. When called to the supervisor's office on the morning of January 25 to discuss the reasons for allegedly leaving work early the previous day, the grievant requested Union representation. It is noted by the Committee that the grievant is a Shop Steward. The "on site" Shop Steward was procured. Grievant stated he did not choose to utilize the service of this Shop Steward for several reasons and requested that he be represented by a Union Business Representative, who was not immediately available, or by an "off site" Shop Steward from a location some 20 minutes away. Company rejected grievant's request. Grievant declined to answer any question from the supervisor until he was provided with other Union representation. It is noted by the Committee that no other Shop Stewards were employed at the headquarters. Grievant was placed on suspension.

Decision

On the record provided in this case, it is the decision of this Committee that the grievant's suspension for leaving work early and his subsequent refusal to discuss the matter with his supervisor was not improper inasmuch as a Shop Steward was available. Had the grievant accepted the service of the Shop Steward, the discussion would have proceeded and the suspension that afternoon and the following day may not have occurred. On the basis of the above, the Committee has closed this case without adjustment.



D. J. BERGMAN
For the Company

Date 9-15-80

LVB:ldb



R. W. STALCUP
For the Union

Date 9-17-80