

# REVIEW COMMITTEE

# PG and E

# IBEW

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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

P-RC 365

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Fact Finding Committee No. 799-78-92  
East Bay Division Grievance No. 1-433-78-24  
Discharge of Gas Serviceman

June 1, 1978

MR. P. E. PETTIGREW, Company Member  
East Bay Division  
Local Investigating Committee

MR. J. E. McCAULEY, Union Member  
East Bay Division  
Local Investigating Committee

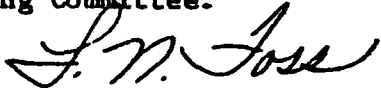
The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Section I B(2) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

The case concerns the discharge of a Gas Serviceman, Hayward, East Bay Division, for continued poor work performance. The Joint Statement of Facts indicates that during the grievant's seven years of employment with the Company, he was disciplined on seven different occasions for various work-related performance problems. In 1977, he received two letters of reprimand and, in August, received a three-day disciplinary layoff for continued poor work performance, none of which was grieved. The August disciplinary layoff was confirmed by letter dated August 12, 1977, stating in part: "Should you fail to correct your conduct, you will subject yourself to further disciplinary action up to and including discharge."

The incident of January 14, 1978, concerns a turn-off of one gas meter (Meter No. 3) of a three meter manifold at a residence due to a structure fire. The grievant's work tag was reviewed, and it was determined that the grievant had (a) worked the wrong meter (Meter No. 1), (b) read the wrong meter (Meter No. 2), and (c) had recorded on his service tag the installation of a solid swivel when, in fact, he had installed the disc. This incident, standing by itself, would not normally be cause for discharge. However, coupled with the entire work record, the Pre-Review Committee agrees that the grievant's conduct evidences personal characteristics that are incompatible with the responsibilities of his job, and discharge, absent strong mitigating circumstances, was for just cause. Therefore, the case is closed without adjustment.

This case is considered closed on the basis of the foregoing, and the closure should be so noted by the Local Investigating Committee.

  
D. J. BERGMAN, Chairman  
Review Committee

  
L. N. FOSS, Secretary  
EASTBAY Review Committee

Division Manager

DJB:rto

cc: GFClifton, Jr.  
IWBonbright  
LVBrown  
Personnel Managers