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102.4 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

**CASE CLOSED
LOGGED AND FILED**

RECEIVED AUG 26 1980

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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Joaquin Division Grievance No. 25-278-79-64
P-RC 568
Letters of Reprimand and Disciplinary Action to
Servicemen in Bakersfield

MR. R. J. STEELE, Company Member
San Joaquin Division
Local Investigating Committee


MR. W. WEAVER, Union Member
San Joaquin Division
Local Investigating Committee

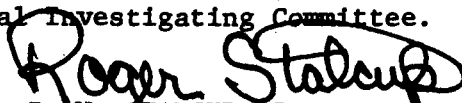
The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Section IB(I) of the Review Committee Procedure, to the Local Investigating Committee for settlement in accordance with the following:

The case concerns the one-day disciplinary layoff for numerous Servicemen headquartered in Bakersfield as a result of their alleged failure to follow the broken lock procedure established by Company's Standard Practices 468-6 and 448-7. The Joint Statement of Facts indicates that the Bakersfield area statistically had the highest record on the system of request for broken lock investigations; and as a result of a review of early 1979 tags, the District determined that the Servicemen were not following this procedure. Disciplinary action followed in August and September of 1979.

After considerable discussion and review, the Pre-Review Committee is of the opinion that as a result of F. Macklin's memo confirming a meeting held on March 22, 1979 where he reviewed, with the Bakersfield Gas Serviceman, the locking procedures for gas and electric meters that the Servicemen, at that time, were put on notice of the problem and were forewarned that they must follow the Standard Practice or suffer disciplinary consequences. However, the disciplinary layoffs in August and September of 1979 are predicated on the same documentation, developed in late 1978 and the first 3 months of 1979, that created the need for the meeting held on March 22, 1980. As indicated by the Local Investigating Committee report, the requests for broken lock investigations had been reduced dramatically subsequent to the March meeting and by August of 1979 were no longer a problem. Therefore, in view of the circumstances, the Pre-Review Committee agrees that the disciplinary action taken in August and September of 1979 was inappropriate; and the one-day disciplinary layoff should be reduced to Memos to File.

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


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

DJB:ml

cc: GNRadford	FCBuchholz	JBStoutamore
MEBadella	RHCunningham	WKSnyder
LCBeanland	NRFarley	CPTaylor
IWBonbright	CAMiller	Division Personnel Managers
LVBrown		