

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 MAY 4 1981
LOGGED AND FILED

RECEIVED MAY - 1 1981

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

V.P. & Comptroller's Grievance Nos. 22-154-80-23/22-159-80-28
and 22-164-80-33
P-RC Nos. 603 and 604

April 30, 1981

MS. K. L. SAVELICH, Company Member
V.P. & Comptroller's Department
Local Investigating Committee

MS. D. FORTIER, Union Member
V.P. & Comptroller's Department
Local Investigating Committee

Statement of the Case

The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Pre-Review Committee Case No. 603 concerns discipline received by the grievant, a part-time Utility Machine Operator on May 12, 1980 for poor work performance. Pre-Review Committee Case No. 604 deals with this grievant's subsequent termination for alleged unsatisfactory job performance.

The grievant, a part-time Utility Machine Operator, was employed on April 9, 1973 as a Clerk D in the Plant Accounting Department. She went on a personal leave of absence for the period January 29, 1979 through September 16, 1979. Upon her return, she requested and received part-time work and transferred to the Payment Processing Center on September 16, 1979. On July 11, 1980, the grievant was terminated on the basis of her work performance. The letter notifying her of termination, dated July 8, 1980, contained in it the offer of an opportunity for the employee to transfer back to her former position in Plant Accounting; however, since the job involved full-time work, contrary to the grievant's preferences, she declined to accept it and instead filed a grievance over her discharge.

Discussion

Pre-Review Committee Case No. 603 refers to two grievances filed by the grievant prior to her discharge, one concerning a disciplinary letter which she was issued, dated May 12, 1980, regarding her unsatisfactory job performance and a subsequent action 66-2 days off without pay confirmed in a letter dated, June 10, 1980 for continuing performance problems. The job performed by the grievant involved operating a READOC machine. This process requires an average degree of manual dexterity in the operation of a keyboard to punch in customer check-payment amounts, while the machine reads billing information on the corresponding customer's bill, inserted by the Operator. The

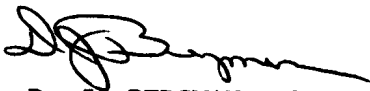
April 30, 1981

Committee agrees that the grievant's work performance as measured against other part-time Operators in her Section was not only well below average, but on a monthly basis, she consistently placed at or near the bottom of the Section's production records. For that reason, the Committee concludes, in P-RC 603, that the disciplinary action taken was for just cause.

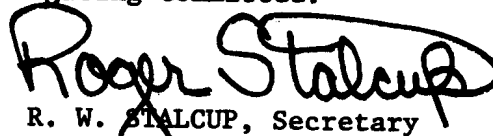
Turning to P-RC 604, on July 11, 1980, the grievant was terminated for her continuing unsatisfactory work performance. Based on its review of all of the evidence in this case, the Committee is not in a position to determine why the grievant's performance was unsatisfactory; that is, whether she was negligent or perhaps did not possess the skills for the job. At the time of her discharge, the Company offered to return her to her former position in Plant Accounting, but she declined. During the Pre-Review Committee's deliberation, she was again offered the opportunity to return as above; she again declined.

Based on all of the evidence in this case and in P-RC 603, the Committee concludes that grievant's termination for just and sufficient cause.

These cases are 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


R. W. STALCUP, Secretary
Review Committee

PEPettigrew(1123):ml

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