

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

San Joaquin Division Grievance No. 25-372-80-44
 P-RC 648

**CASE CLOSED
 LOGGED AND FILED**

SEP 2 1981

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

September 1, 1981

MR. B. J. HODSON, 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 Step Five A(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns a Lineman who was given a disciplinary letter and a T&D Driver who was given a two-day disciplinary layoff. In addition, the T&D Driver was not called out for emergency overtime while suspended nor was he paid for a holiday which fell in between the two disciplinary days off.

On May 22, 1980, while returning to their Wasco headquarters from the job site, the grievants took a detour of approximately 5½ miles to stop at a store. The store's manager alleged that the T&D Driver was drinking beer and had this message telephoned to the Wasco Manager by the Assistant Store Manager.

Upon arrival at the yard, the Wasco Manager opened the lunch box of the T&D Driver without the grievant's permission and allegedly observed a pack carton of Coors beer containing one opened bottle. During the subsequent investigatory meeting, the T&D Driver refused to allow the Manager to again inspect his lunch box and was suspended for insubordination. Prior to being suspended, the T&D Driver allowed the Shop Steward and the Lineman to look in the lunch box. They testified that they did not see any beer containers.

During the Local Investigating Committee meetings, the Store Manager refused to be interviewed, and the Assistant Store Manager could not recollect whether she had reported the T&D Driver as drinking beer. She stated her call to the Wasco Manager was primarily prompted by the PGandE vehicle speeding into the store parking lot and coming very close to her car.

After several lengthy discussions of this case, the Committee agreed that facts do not support the allegation that the T&D Driver was drinking beer on the job or that beer was transported in the Company vehicle. The Committee, however, did agree that the grievants did not take the most direct route back to the service center.

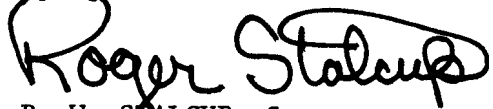
September 1, 1981

The T&D Driver will have the two-day disciplinary layoff restored, be compensated for the emergency call-out, and be paid for the Memorial Day holiday. The letter of reprimand to the Lineman will be rescinded. Both employees will receive a Memo to File admonishing them for driving 5½ miles out of the way in returning to the service center.

This case is considered closed without prejudice.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

MAShort(6274):ml

cc: GNRadford
MEBadella
LCBeanland
MEBennett
IWBonbright
LVBrown
FCBuchholz
RHCunningham
AWDefoe
NRFarley
DOKabayashi
JBStoutamore
WKSnyder
LSilton
CPTaylor
CEWelte
Division Personnel Managers