

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

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 JUL 30 1981
LOGGED AND FILED

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-897-81-1
 P-RC 658

July 30, 1981

MR. R. S. BAIN, Chairman
 General Construction
 Joint Grievance 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(ii) of the grievance procedure, to the Joint Grievance Committee for settlement in accordance with the following:

Statement of the Case

This grievance concerns a letter of reprimand issued to the grievant, an Apprentice Equipment Mechanic headquartered at the General Construction Service Center at Davis.

Discussion

The grievant's regular work hours are from 3:30 p.m. to midnight. On December 15, 1980, at about 4:30 p.m., the grievant's wife phoned the Service Center and asked to speak to the grievant. The supervisor with whom she spoke indicated that he was unable to transfer the call to the extension where the grievant was located. He further indicated that it might take as much as 20 minutes to deliver a message to the grievant. The supervisor then determined that the grievant's wife was experiencing car trouble and asked if she could obtain help from some other source. She indicated she could, but the supervisor nevertheless said he would deliver the message.

At about 4:45 p.m., the grievant's wife called again and stated that the problem had been solved; a few minutes later she called back indicating she was again having car problems and asked to speak with the grievant. However, she was again told that the extension was busy.

At about 4:50 p.m., the supervisor delivered the message to the grievant and allowed him to leave the headquarters to assist his wife. He returned to work at about 5:00 p.m. in an agitated state because he felt his wife had been given a "run around" when she called the Service Center. After the lunch break, the grievant and a Shop Steward engaged in a lengthy discussion about the situation.

The following morning, the grievant met with two Service Center supervisors and the Shop Steward. The grievant described one supervisor's attitude during the discussion as "LIVID with anger," while the supervisor described the grievant's attitude as "hostile." On December 29, 1980, the grievant was issued the letter of reprimand.

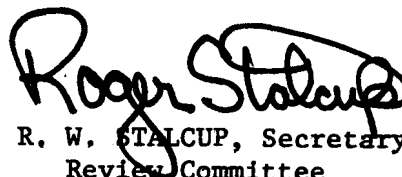
Decision

In discussing this case in some detail, the Pre-Review Committee was of the opinion that a letter was warranted; however, the Committee is not in total agreement as to the wording in the letter. In an effort to resolve this grievance, the Committee agreed that, if the grievant has no similar incidents six months from the date of the issuance of the letter, the letter will be withdrawn from his personnel file.

This case is considered closed on the basis of the foregoing and the adjustments provided herein, and the closure so noted in the Minutes of your next Joint Grievance Committee meeting.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

DJB:ml

cc: GSBates
MEBadella
LCBeanland
MEBennett
IWBonbright
LVBrown
FCBuchholz
RHCunningham
NRFarley
DKLee
Dokabayashi
JBStoutamore
WKSnyder
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