

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 AUG 31 1981
LOGGED AND FILED

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

General Construction Grievance Nos. 8-895-80-179,
3-902-81-6 and 3-926-81-30
P-RC 670

August 27, 1981

MR. R. S. BAIN, Chairman
General Construction
Joint Grievance Committee

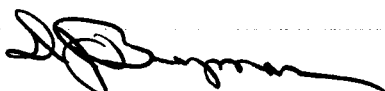
The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned, pursuant to Step Five A(i) of the grievance procedure, to the Joint Grievance Committee for settlement in accordance with the following:

The grievances concern a letter of reprimand for failure to remain in an assigned place of work, letter of reprimand and a five-day disciplinary layoff for insubordination and subsequent discharge of the grievant for failure to follow instructions. The grievant was a Hydro/Substation Mechanic in the Station Construction Department of General Construction and was hired in 1972 as a Helper in the Station Construction Department and transferred to various departments returning to the Station Department in November of 1980. The first issue in dispute concerns the incident of December 23, 1980 when the grievant was counselled for being in the Control Room without permission at the Bakersfield Substation. In reviewing the incident, there seems to be some contradiction in the facts; and a possibility exists that the grievant had a legitimate reason to be in the Control Room; but did make a disparaging remark for which he later apologized. The five-day disciplinary layoff in January of 1981 resulted from the grievant's refusal to accept a painting assignment. The Pre-Review Committee is not in disagreement with that layoff. The incident of February 23, 1981, involved the grievant who, on his own volition, decided to leave the job and accompany another employee, who was on an errand for supervision. The grievant was discharged for his conduct in this incident. This is another case of the grievant ignoring his job assignments and taking it upon himself to stop work without permission. Such action by the grievant cannot be condoned by the Pre-Review Committee.

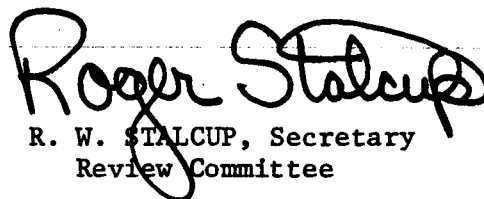
In reviewing this case, the Pre-Review Committee went beyond the three incidents involved in the grievances and reviewed the grievant's entire work record which includes numerous disciplinary actions including letters of reprimand and

and disciplinary layoffs over a three year period. In some cases, the incidents causing these disciplinary actions were similar to those which are involved in the current grievances. The pattern of the grievant's improper conduct on the job is well-established and cannot be condoned or accepted by the Company or Union. Therefore, the Pre-Review Committee is in agreement that the discharge was for just and sufficient cause.

This case is considered closed on the basis of the foregoing, and the closure should be 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
LSilton
CPTaylor
CEWelte
Division Personnel Managers