

REVIEW COMMITTEE



PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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(415) 933-6060
R.W. STALCUP, SECRETARY

CASE CLOSED
LOGGED AND FILED
FEB 1 1 1982

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance Nos. 1-904-79-260 (675)
and 1-1188-80-282 (676)
P-RC Nos. 675 and 676

February 1, 1982

MR. P. N. LONG, Company Member
East Bay Division
Local Investigating Committee

MR. J. VALENTINO, Union Member
East Bay Division
Local Investigating 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(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

P-RC 675 - This grievance deals with a three-day disciplinary layoff for a Gas Serviceman in East Bay Division for alleged improper conduct and unacceptable work performance.


The disciplinary letter dated December 20, 1979, which documented the action being taken, was quite detailed and specific as to the reasons that such disciplinary action was being taken. After review of each incident listed and considerable discussion, the Committee finds that two of the incidents described in the letter were inappropriately included in the basis for the three-day layoff.

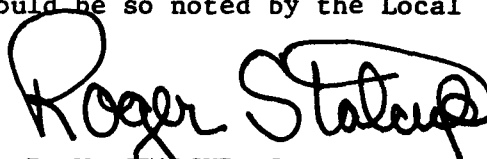
As a result and by way of resolving this case, the Committee agrees to mitigate the disciplinary action and restore to the grievant one of the three days off without pay. On that basis, this case is considered closed.

P-RC 676 - This case involves a letter of reprimand received by the grievant noted in the preceding case.

The grieved letter, dated December 12, 1980, is a fairly standard letter issued by this Division to Gas Servicemen who fail to meet and maintain acceptable standards of work. After considerable discussion, the Committee agreed to reduce this letter from one of discipline to a counselling letter and remove the condition precedent. This decision is without prejudice and based primarily on the many discussions the parties have had with respect to this grievance, the one noted above and those contained in P-RC 677.

These cases are considered closed on the basis of the foregoing and the adjustments provided herein, and the closure should be so noted by the Local Investigating Committee.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee