

REVIEW COMMITTEE**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94108
(415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1371-81-178
P-RC 692

CASE CLOSED FEB 22 1982
LOGGED AND FILED

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

February 18, 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 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 Local Investigating Committee for settlement in accordance with the following:

This case involves a five-day disciplinary layoff without pay for a Gas Serviceman in East Bay Division for alleged unacceptable and irresponsible conduct involving multiple violations of the Employee Conduct policy.

This case involves the use of Company time, Company vehicle, falsification of Service Order Tags and use of a Company record without proper authorization by a Gas Serviceman pursuing a personal matter in Small Claims Court. In reviewing all of the evidence in this case, specifically for the following items, the Committee concludes that the disciplinary action taken was appropriate. These items are:

1. The use of Company vehicle for personal business.
2. Conducting personal business on Company time without authorization.
3. The unauthorized use of a Company document.
4. Falsification of Company records.
5. Appearing in Court in uniform under these circumstances.
6. Denying the events involved in this case when first approached.

The Committee has considered the facts in this case and other previous cases involving the trust of service employees where a serious disciplinary action had been taken for a breach of such trust and concludes that the disciplinary action taken in this case was for just cause.

This case is 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

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