

**REVIEW COMMITTEE****PG and E****IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 781-4211, EXTENSION 1125

**CASE CLOSED** MAR 15 1982  
**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

**RECEIVED MAR 15 1982**

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-939-81-43  
P-RC 705

March 11, 1982

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

Statement of Grievance

This case concerns the request of a grievant to be reimbursed for personal tools stolen from the front seat of his assigned Company vehicle which was armed with an alarm system.

Discussion

The record submitted to the Pre-Review Committee contained contradictory and incomplete evidence. Subsequent investigations by both Union and Company did not clear up this matter to the satisfaction of either party.


It was apparent that the Company had not provided written instructions to employees regarding prescribed storage of tools and equipment in Company vehicles, although there was some evidence that rules had been communicated orally. Based upon subsequently published rules, some of the grievant's actions on the night of the theft did not constitute substantive violations of those rules. On the other hand, the grievant's testimony indicated complete awareness on his part of the faultiness of the alarm system in his vehicle. Yet, in spite of this awareness, he failed to take appropriate precautions to check the system in compliance with written instructions issued to employees in 1978. This part of the grievant's actions, if not complete negligence, constituted very poor judgement.

From this evidence, the Pre-Review Committee must conclude that both the Company and the grievant were causative factors in the resulting theft.

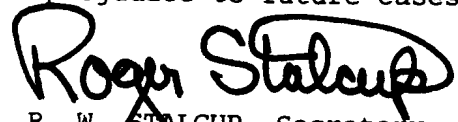
Decision

Considering the foregoing, it is the decision of the Pre-Review Committee that the cost of the stolen tools will be shared equally by the grievant and the Company. The grievant shall be reimbursed in the amount of \$251.14. Additionally,

the March 20, 1981 letter to the grievant which denied him reimbursement for his stolen tools will be removed from the grievant's personnel file and destroyed. A copy of this decision will be placed in the grievant's personnel file. This case is closed on the basis of the foregoing without prejudice to future cases.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

LVBrown(1165):ml

cc: GSBates  
LCBeanland  
IWBonbright  
FCBuchholz  
DKLee  
JBStoutamore  
Division Personnel Managers