

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

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

**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 14 1982**  
**LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

North Bay Division Grievance No. 4-783-81-31  
 P-RC 718

July 1, 1982

MR. D. F. KOZEL, Company Member  
 North Bay Division  
 Local Investigating Committee

MR. E. K. JONES, Jr., Union Member  
 North 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 5A(ii) of the grievance procedure to the Local Investigating Committee for settlement in accordance with the following:

This case concerns a one day disciplinary layoff given to a Fieldman for making a threatening statement to a Light Crew Foreman. On Friday, April 3, 1981, the Light Crew Foreman related to the General Foreman a number of problems he had encountered with the grievant and requested that she be removed from his crew. The following Monday, April 6, 1981, a meeting was held to investigate the Light Crew Foreman's complaints. Present at the meeting was the General Foreman, a Field Foreman, a Shop Steward, and the grievant. Prior to accomplishing the purpose of the meeting, the grievant was suspended for the balance of the day (6 hours) for failure to cooperate with the investigation.

While leaving the yard, the grievant encountered the Light Crew Foreman and made a comment which he interpreted to be threatening in nature. The following day, April 7, 1981, another meeting was held involving the participants from the April 6, 1981 meeting plus the Light Crew Foreman.

As a result of the April 7, 1981 meeting, and further investigation, the grievant was restored the six hours she was suspended on April 6, 1981, and then given a one day disciplinary suspension for the remark to the Light Crew Foreman. The reason for the six hour restoration was that the supervisors' conduct during the meeting on April 6, 1981, should have been more tactful and prudent. Several inappropriate comments were made by the supervisors, one in particular. The Pre-Review Committee acknowledges that it is sometimes difficult but it is nevertheless the responsibility of supervisors to conduct investigations in an atmosphere that is impartial and conducive to objectively gathering information and resolving conflicts.

July 1, 1982

The Union in this case advanced the argument that the grievant should not be held accountable for her threatening remark in that she had been provoked by the supervisors' comments. Company responded that consideration had already been given to the less than ideal environment of the April 6, 1981 meeting and for that reason determined that the grievant's suspension on that day was both premature and inappropriate. With respect to the remark made to the Light Crew Foreman, the Company looks upon threats very seriously and will not condone or tolerate them.

The Pre-Review Committee agreed that just cause existed for the one day disciplinary layoff of the grievant, however, the letter confirming this action is to be revised as per attached.

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

MAS(6274):ldb/RWS:rlm

cc: RADraeger  
LCBeanland  
IWBonbright  
FCBuchholz  
RHCunningham  
NRFarley  
TDMacWilliams  
DAOkabayashi  
TCPhebus  
WKSynder  
JBStoutamore  
CPTaylor  
CEWelte  
Division Personnel Managers