

REVIEW COMMITTEE



PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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R.W. STALCUP, SECRETARY

CASE CLOSED APR 1 1983
LOGGED AND FILED

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1652-82-142
P-RC 799

March 31, 1983

MR. R. R. DOERING, Company Member
East Bay Division
Local Investigating Committee

MR. V. STAMPS, 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:

Subject of the Grievance

This case concerns the demotion of a Reserve Gas Serviceman in Richmond to Gas Helper on June 14, 1982 for unsatisfactory job performance.

Facts of the Case

The grievant was employed August 27, 1979 as a Gas Helper in Richmond. On December 10, 1979, she became an Incentive Installer. On February 9, 1981, she was promoted to Reserve Gas Serviceman.

On November 3, 1981, the grievant received a letter concerning her unsatisfactory performance when temporarily upgraded to Serviceman. This letter identified seven separate counselling sessions held with the grievant because of unsatisfactory performance and one violation of an Accident Prevention Rule. In addition, the letter notes that the grievant was accompanied by a Service Foreman on nine days (four separate occasions) between March and October 1981 to provide training in gas service work.

On December 15, 1981, the grievant received a letter confirming a three-day disciplinary layoff for misuse of Company time, being out of her assigned area, use of Company vehicle for personal business and falsification of the times on service tags.

On May 4, 1982, while working as a Fieldman, the grievant was assigned to relight gas appliances after the crew she was working with completed rerunning

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new gas services. The grievant experienced difficulty in adjusting a gas range and called for the assistance of a Serviceman. In the meantime, she went to another residence where she relit the pilots on the gas range, water heater and two floor furnaces. However, she could not get the pilot lighted on the clothes dryer. She returned to the first residence to ask the Serviceman who had arrived by this time to take a look at the clothes dryer. The Serviceman found that the dryer had no gas pilot but was instead equipped with an electric ignition.

The Serviceman's work was later audited. A hazardous condition was found in the second residence where the draft diverter and back side of one of the furnaces was completely deteriorated. Also, the combustion chamber had several cracks in it allowing combustion products to enter the living quarters. The Serviceman was given a letter of reprimand and the grievant demoted. At the time of demotion, the grievant had in excess of six months temporary upgrade time to Serviceman.

Discussion

The Union argued that Company did not have just and sufficient cause to demote the grievant inasmuch as she was not upgraded to Serviceman on May 4, 1982 but was working as a Fieldman. While the work assignment was proper, Fieldmen are not audited nor expected to meet the same quality standards as Gas Service employees. Company argued that generally that is true, however, in this unusual set of circumstances, this employee had been fully trained in the performance of gas service work and should have recognized the hazard in the furnace. Further, given the employee's short service and disciplinary history, particularly with respect to unsatisfactory performance, the Company believed that the grievant demonstrated an inability to perform gas service work in a satisfactory manner. The Company believed that the risks involved in allowing this employee to continue performing gas service work were too great.

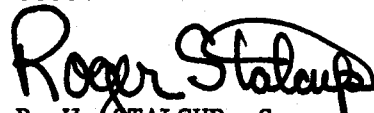
Decision

The Committee agreed that the demotion of the grievant was for just cause. On June 6, 1982 letter to the grievant precludes her from reentering the Gas Service Line of Progression, however; in settling this grievance, the parties are in agreement that the grievant may again bid to Reserve Gas Serviceman. She does not, however, have 206.9 rights to return to the classification because she voluntarily left the line of progression to which she was demoted when on August 11, 1982, she transferred to Meter Reader, Berkeley. Further, any bid submitted by the grievant to return to Reserve Gas Serviceman, will be subject to the provisions of Sections 205.11 and 205.14(a).

This case is 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

MAShort(1123):lsc/rlm