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REVIEW COMMITTEE

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PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-8060
R.W. STALCUP, SECRETARY

**CASE CLOSED
LOGGED AND FILED**

FEB 2 2 1983

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Coast Valleys Division Grievance No. 18-724-82-61
P-RC 813

February 11, 1983

MR. L. CAMPBELL, Company Member
Coast Valleys Division
Local Investigating Committee

MR. D. REESE, Union Member
Coast Valleys 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(11) of the grievance procedure, to the Joint Grievance Committee for settlement in accordance with the following:

This case involves four San Luis Obispo Troublemens who were given letters of reprimand for violating the Division Coffee Policy.

The District Electric Superintendent observed four trouble trucks parked outside of a restaurant in Morro Bay at approximately 4:30 p.m. on August 24, 1982. The employees were reprimanded for congregating and taking a break near the end of their shift. Three of the grievants were working an 8:00 a.m. - 5:00 p.m. shift. The fourth was a temporarily upgraded Lineman working an 8:00 a.m. - 4:30 p.m. shift.

The parties have settled numerous grievances concerning discipline given for violations of various Division Coffee Policies. In some Divisions, the discipline is time off for the first violation. In the instant case, three of the grievants clearly violated the policy and the Pre-Review Committee is in agreement that just and sufficient cause existed for discipline. The letters, however, will be revised to accurately reflect the time they were observed in the restaurant as established by the Local Investigating Committee.

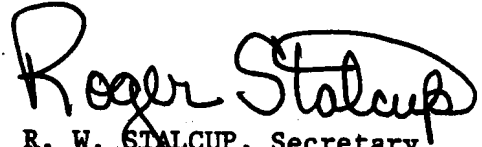
The letter of reprimand to the temporarily upgraded Lineman will be rescinded because the current Coffee Policy does not address after work hours conduct.

The Pre-Review Committee recognizes the reasons it is necessary to have Coffee Policies, that is, to avoid adverse customer reaction to observing PGandE employees gathered in a public place and not performing productive work during working hours. With this underlying premise, the Committee recommends that the Division clarify and communicate its policy with respect to the use of Company vehicles during non-work hours as well as its policy concerning the exchange of work tags.

This case is considered closed on the basis of the foregoing and the adjustment provided herein. Its closure should be so noted by the next Joint Grievance Committee meeting.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee