

**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** MAY 23 11  
**LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

- ☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

Gas Utilization Grievance No. 88-91-81-11  
P-RC 821

May 18, 1983

MS. G. L. CLERK, Company Member  
Gas Utilization  
Local Investigating Committee

MR. W. TWOHEY, Union Member  
Gas Utilization  
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 concerns the denial of four hours of sick leave pay. The grievant was put on notice in April 1980 to provide satisfactory proof of illness in order to receive sick leave with pay.

On Friday, November 20, 1981, the grievant was working the four to midnight shift. At approximately 8:00 p.m., the grievant notified his supervisor that he was going home because he was too nervous and upset to work. The previous Sunday, November 15, 1981, the grievant's car had been stolen. On Friday at approximately 3:30 p.m., the grievant gave completed Credit Union loan papers to the office clerical staff for processing. At 6:00 p.m. while on break, he noticed the office staff had gone home for the day. He became quite upset. This incident and not being able to "handle being asked about tin meters" were the basis for the grievant's nervous and upset state.

On Wednesday, November 25, 1981, the grievant gave a note to his supervisor written by his wife. The supervisor did not consider this to be satisfactory proof of illness. In the past, the grievant had provided Kaiser slips, many of which were for phone advice or contained no diagnosis.

In discussing this case, the Pre-Review Committee noted that on October 13, 1981, the grievant was told that the slips he had been providing in the past may not be acceptable in the future. In addition, the testimony of the grievant's supervisor infers that he advised the grievant before he left for the evening on November 20, 1981 that satisfactory proof of illness was required.

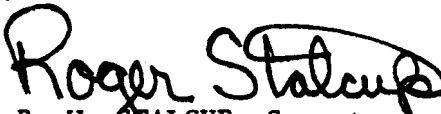
**Decision**

After considering all of the facts present in this case, the Committee is in agreement that the note provided is not satisfactory evidence of illness. This decision is not to be construed as a rejection of a narrative as satisfactory evidence of illness under other circumstances.

May 18, 1983

This case is closed without adjustment, and such closure should be so noted by the Local Investigating Committee.

  
D. J. BERGMAN, Chairman  
Review Committee

  
R. W. STALCUP, Secretary  
Review Committee

MAShort(1123):ml