

REVIEW COMMITTEE

24.1 (C)

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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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
LOGGED AND FILED

RECEIVED JAN 18 1985

D.J. BERGMAN, CHAIRMAN

DECISION San Jose Division Grievance No. 8-838-83-54
 LETTER DECISION P-RC 902
 PRE-REVIEW REFERRAL

January 18, 1985

MR. D. J. COYNE, Company Member
San Jose Division
Local Investigating Committee

MR. L. L. PIERCE, Union Member
San Jose 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(v) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This case concerns a three-day disciplinary layoff given to a Meter Reader for recording an incorrect read.

Facts of the Case

On March 23, 1983, a gas meter was removed with a final read of 2421. This meter had been read earlier in the month at 2360. The new meter was installed with a reading of 3405. On April 6, 1983, the grievant recorded the gas read as 2472.

Discussion

A read of 2472 could not have been accurate given the new meter installation with a higher reading. However, 2472 would have been a reasonable increase over the previous month's read of 2360 on the old meter. While the letter states that the employee was being disciplined for entering an incorrect read, the Company believed that the reason the read was incorrect was that the grievant short-dialed, in other words, did not read all of the dials on the meter.

The Union, on the other hand, argued that the grievant could have just misread the meter since the first dial would have been between the two and three. If that were the case, employees are not usually given three days off for a single misread but rather are held accountable for meeting an over/underread standard. The Union further argued that, when supervision checked the reads at the residences adjacent to the residence in question, they were correct.

The grievant was questioned concerning the reading of this meter approximately one month after he read it. He was not taken to the residence at that time. When he next read the meter, he realized that there had been a dog in the area before which caused him to read the meter hastily and could have accounted for the incorrect read.

In reviewing the grievant's history, it was noted that he had received a disciplinary letter approximately six months before, dated December 24, 1982 for various performance-related problems, including carrying an overread for five months and failing to report it.


Decision

The Pre-Review Committee agreed that Meter Readers are required to verify the read at each meter as well as the meter number. If the meter number is not the same, then the Meter Reader is required to note the meter change and the new number. Had the grievant properly discharged these responsibilities, he probably would have caught his incorrect read.

Based on the facts present in this case, the Committee agrees to reduce the disciplinary layoff from three days to one.

This case is considered closed based on the foregoing and the adjustment contained herein. Such closure should be noted by the Local Investigating Committee.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

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