

REVIEW COMMITTEE

PG and E

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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED APR 26 1985

East Bay Division Grievance No. 1-2150-84-105
P-RC 985
Meter Reader Discharged

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

April 23, 1985


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

MR. J. VALENTINO, Union Member
East Bay Division
Local Investigating Committee

On November 14, 1984, this case was referred from Fact Finding to Pre-Review. Prior to the case being discussed by the Pre-Review Committee, the Fact Finding Committee met and reached a resolution.

This case was, therefore, removed from the Pre-Review Committee's agenda and settled in Fact Finding. The Fact Finding Case No. is 3106-84-202.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

MAShort(1123):ml

cc: IWBonbright
LVBrown
RFPape

**CASE CLOSED
LOGGED AND FILED**

MEMORANDUM OF DISPOSITION

FACT FINDING COMMITTEE CASE NO. 3106-84-202
EAST BAY DIVISION GRIEVANCE NO. 1-2150-84-105

RECEIVED FEB 8 1985 FEB 15 1985

A Fact Finding committee, comprised of Messrs. K. Ball, Assistant Business Manager, Local Union 1245, IBEW; J. Valentino, Union Business Representative; C. F. Poteet, Industrial Relations Representative; and L. R. Johnson, Supervisor of Labor Relations; met to discuss this case concerning the discharge of L. Martin, Meter Reader, Hayward. Observing this meeting were Messrs. R. Choate, Union Business Representative; S. A. Tamimi, Union Business Representative; and Mmes. C. M. Harper, Labor Relations Representative; E. M. Andre, Labor Relations Representative; and K. Zimmer, Personnel Representative.

The Committee reviewed the Joint Statement of Facts and determined it was accurate.

The Fact Finding Committee thoroughly discussed the facts of the case and determined that on the basis of these facts, a multiple day disciplinary suspension was appropriate. The Committee agreed to reinstate the grievant effective October 29, 1984 as a Meter Reader in the Hayward Office. The period from the date of suspension through October 29, 1984 will be without backpay and will be converted to a disciplinary suspension. The period from October 29, 1984 through December 16, 1984 will be with backpay. The grievant will be granted an unpaid leave of absence with permission for the period from December 17, 1984 through January 6, 1985. A disciplinary letter will be issued reflecting the length of the disciplinary suspension and will include the statement, "Any further violations of a similar nature will result in discharge."

This case is considered to be closed.

Roger Stalcup for
K. BALL, Union Member

Concur/~~Dissent~~

2/8/85

Date

J. Valentino
J. VALENTINO, Union Member

Concur/~~Dissent~~

1-23-85

Date

L. F. Poteet for
C. F. POTEET, Company Member

Concur/~~Dissent~~

1/31/85

Date

L. R. Johnson
L. R. JOHNSON, Company Member

Concur/~~Dissent~~

1-16-85

Date