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# REVIEW COMMITTEE

## PG and E

## IBEW

PACIFIC GAS AND ELECTRIC COMPANY  
245 MARKET STREET, ROOM 444  
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) 933-6080  
R.W. STALCUP, SECRETARY

JUL 5 1985  
**CASE CLOSED  
LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

RECEIVED JUN 28 1985

- DECISION
- LETTER DECISION      San Francisco Division Grievance No. 2-1048-84-148
- PRE-REVIEW REFERRAL P-RC 997

June 28, 1985

MR. K. H. ANDERSON, Company Member  
San Francisco Division  
Local Investigating Committee

MR. J. VALENTINO, Union Member  
San Francisco 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 discharge of a San Francisco Gas Serviceman for continued unavailability.

Facts of the Case

The grievant was employed February 5, 1979. On August 1, 1983 and March 28, 1984, the grievant was counselled regarding his unavailability. On April 24, 1985, he received a letter of reprimand and on August 9, 1984, he received another letter which stated:

"This letter is being given to you to express the serious level that your unavailability has reached. We wish to give you an opportunity to achieve and maintain an acceptable attendance record. Failure to improve your attendance will result in your termination." (emphasis added)

Following the issuance of this letter, the grievant was off sick on September 7, 1984, which was the Friday preceding two non-workdays followed by a week of vacation. On Friday, September 19, 1984, the grievant was again absent. He called into the Division Operator who told him he was to call his supervisor. The supervisor called the grievant's home at approximately 8:30 a.m. A woman answered, said the grievant was not home and she had not seen him since the night before. The supervisor asked her to have the grievant call him right away. The grievant did not call until 1:00 p.m.

A meeting was held with the grievant on Monday, October 22, 1984, after which he was suspended. The suspension was converted to a discharge effective October 26, 1984. At the Local Investigating Committee, with respect to the October 19, 1984 absence, the grievant stated:

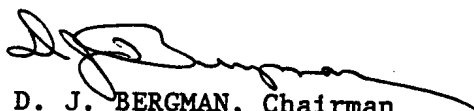
"I wasn't taking care of myself during the time in question.  
I really don't have my side of the story."

#### Discussion

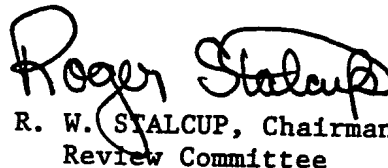
The Pre-Review Committee reviewed and discussed the provisions of Pre-Review Committee No. 898. The Union argued that the verbatim language concerning the "final letter" had not been included in the August 9, 1984 letter to the grievant and; therefore, the employee may not have realized the significance of the letter. The Company pointed out that the condition precedent is very specific as to the consequences of failure to improve his attendance.

#### Decision

After several lengthy discussions, the Pre-Review Committee agreed that just and sufficient cause existed for the discharge of the grievant. This case is closed without adjustment. Such closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Chairman  
Review Committee

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