

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) 933-6060
 R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

CASE CLOSED
LOGGED AND FILED

AUG 8 1985

RECEIVED AUG 7 1985

DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Francisco Division Grievance Nos. 2-918-84-18 and
 2-974-84-74
 P-RC Nos. 1008 and 1009

August 7, 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:

Grievance Issues

A five-day and ten-day disciplinary layoff issued to a Service Meterman for two incidents involving misuse of a Company vehicle, suspected falsification of records, leaving assigned work area without obtaining permission, and unsatisfactory performance of job duties.

Facts of the Cases

On February 15, 1984, the grievant was observed driving away from his assigned work area, traveling to his home and place of business. The grievant's Daily Work Log was timed with field work past the time he was observed at his residence/business. For these actions, the grievant received a five-day disciplinary layoff.

On May 11, 1984, the grievant left work early without obtaining authorization. The grievant acknowledged being aware of the necessity of obtaining proper authorization prior to leaving the work area. For this transgression, the grievant received a ten-day disciplinary layoff.

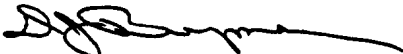
Discussion and Decision


The facts of these cases were undisputed, and the parties had agreed locally that just cause existed for disciplining the grievant. The dispute was over the severity of discipline.

In discussion of the first case, the Pre-Review Committee noted that the grievant had not previously been disciplined for being outside of his work area and agreed to settle the case by reducing the five-day disciplinary layoff to a four-day disciplinary layoff.

With respect to the second case, the Pre-Review Committee agreed that the ten-day disciplinary layoff was appropriate based upon the similarity and short duration between the February 15, 1984 and May 11, 1984 incidents.

The cases are closed on the basis of the foregoing and the adjustment contained therein. 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):sc