

106.5 P

# REVIEW COMMITTEE

## PG and E

## IBEW

PACIFIC GAS AND ELECTRIC COMPANY  
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(415) 781-4211, EXTENSION 1125

AUG 22 1985

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**

D.J. BERGMAN, CHAIRMAN

RECEIVED AUG 22 1985

- DECISION
- LETTER DECISION      General Construction Grievance Nos. 3-1366-84-98
- PRE-REVIEW REFERRAL      and 3-1374-85-8  
   P-RC 1015 and 1016

August 16, 1985

MR. R. S. BAIN, Chairman  
General Construction  
Joint Grievance Committee

MR. BARRY HUMPHREY, Chairman  
General Construction  
Joint Grievance Committee

Grievance Issues

The termination of a Groundman for inadequate work performance (Grievance 84-98, P-RC 1015). The grievance was denied by the Company on the basis that grievant, with less than one year of service, was terminated for inadequate work performance.

In Grievance 85-8, P-RC 1016, Union challenged the grievability of grievance 84-98.

Facts of the Case

The grievant was a Groundman who was hired on January 4, 1984, and was terminated on December 26, 1984 for inadequate work performance.

The grievant's performance was documented on the performance review forms, which is not acceptable as evidence in the grievance procedure.

Title 106.5(b)(1) provides - "A regular employee who has completed less than one year of Service extended by layoffs or absences of 30 consecutive days or more, may be terminated for inadequate work performance without recourse to the grievance procedure." This Title is silent on the type of criteria and method by which inadequate work performance is to be made and/or documented.

Discussion

Company opined that Title 106.5(b)(1) does not specifically require Company to document inadequate work performance.


Union opined that Company has the obligation to provide evidence of inadequate work performance under Section 106.5(b)(1). This evidence would be any documentation or indication, excluding performance reviews, which details the employee's work performance.

August 16, 1985

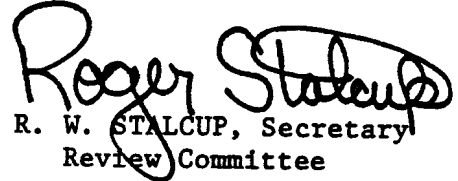
Company agrees with Union that it is "good management practice" to document and counsel employees when their performance is not up to standards and expectations.

Decision

Based on the foregoing, the Committee agreed to close these cases, P-RC 1015 and 1016, without adjustment and should be so noted in the minutes of the Joint Grievance Committee Meeting.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

MAShort(1123):sc