

REVIEW COMMITTEE24.1 Clerical
205.11 Physical**PG and E****IBEW** PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125**CASE CLOSED
LOGGED AND FILED**

APR 1 C 1986

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED MAR 13 1986

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Stockton Division Grievance Nos. 16-402-85-21 and
16-431-85-49
P-RC 1049

March 12, 1986

R. MIKE EDWARDS, Company Member
Stockton Division
Local Investigating CommitteeMICKEY HARRINGTON, Union Member
Stockton Division
Local Investigating Committee

The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Facts of the Cases

P-RC 1049 initially consisted of three cases. Stockton Division Grievance No. 16-402-85-21 involves a three-day disciplinary layoff received by a Meter Reader for failure to meet standards. Subsequent to that discipline, the Meter Reader was bypassed on the award of a Gas Helper position. That bypass resulted in Stockton Division Grievance No. 16-406-85-24, which has been referred to the Review Committee. The third case, Stockton Division Grievance No. 16-431-85-49, involved the discharge of the Meter Reader for continued failure to meet the standards of performance.

The grievant had received a letter of reprimand for failure to meet standards on December 21, 1984. On March 13, 1985, the grievant received a one-day disciplinary layoff for the same reason. Both actions were sustained in the grievance procedure. The grievant continued to fail to meet the Meter Reader standards for subtraction errors and Class 2 rebates, and as a result, was given a three-day disciplinary layoff on April 15, 1985.

During the week of April 22-26, 1985, the grievant received additional training to assist her in becoming familiar with the routine procedures of the Stockton office, into which she had just transferred from Modesto, and to help identify problem areas in her reading skills. For approximately two weeks following this training, supervision conducted daily reviews of the grievant's work in a continued effort to assist her in identifying errors. During this period of additional training and daily review of work performed, the grievant met the standards. On May 12, 1985, the grievant was informed that the books would no longer be checked behind her on a daily basis. After May 12, 1985, the grievant's reading errors increased substantially and she again failed to meet standards in that area of performance. On July 12, 1985, the grievant was discharged.

Decision

Following discussion of these cases, the Committee agreed that both the three-day disciplinary layoff and the discharge were for just and sufficient cause.

Based on the foregoing, these grievances are considered closed without adjustment and should be so noted by the Local Investigating Committee. The Pre-Review Committee agreed, however, that the discharge grievance, Stockton Division Grievance No. 16-431-85-49, may be reopened by either party following the decision in Stockton Division Grievance No. 16-406-85-24, the bypass of the grievant to a Gas Helper position.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Union Member
Review Committee

RRD:ml