

REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

**CASE CLOSED
LOGGED AND FILED**

RECEIVED JUL 17 1986

East Bay Region Grievance No. 1-2295-85-92
P-RC 1075

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

July 10, 1986

JOHN HERB, Company Member
East Bay Region
Local Investigating Committee

ROBERT CHOATE, Union Member
East Bay Region
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:

This case concerns a one-day disciplinary layoff and letter of reprimand given to a Serviceman for allegedly leaving a hazard and for inappropriate behavior in the presence of a customer.

The grievant was employed March 22, 1972 as a Gas Helper. On October 13, 1975 he became a Reserve Gas Serviceman and on October 10, 1977 a Serviceman. On June 2, 1981, he was given a five-day disciplinary layoff for unacceptable and irresponsible conduct and counseled on January 6, 1983 for excessive use of sick leave. On June 6, 1984 he was given a letter of reprimand for leaving a hazard. The instant discipline resulted from finding flame distortion in a forced-air furnace during a routine audit. This condition is considered hazardous.

When the grievant was taken to the customer's residence to observe the furnace condition, he failed to follow the instructions of the Acting Service Foreman to stop adjusting a sliding plate and then later made inappropriate remarks in front of the customer's son.

After reviewing all of the testimony in this case, and in light of the recent understandings reached between the parties concerning the Gas Serviceman Training Review Procedure, the Pre-Review Committee agrees that the discipline in this case was for just and sufficient cause based on the facts and the totality of the grievant's disciplinary history.

This case is closed without adjustment, and such closure should be so noted by the Local Investigating Committee.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee