

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

IBEW



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

RECEIVED MAR 17 1986

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Stockton Division Grievance No. 16-455-85-73
P-RC 1089

March 12, 1986

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

MICKEY HARRINGTON, Union Member
Stockton 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:

This case concerned the discharge of an Operating Clerk for continuing unavailability. The Pre-Review Committee has agreed to return this case to the Fact Finding Committee for settlement without adjustment.

On the basis of the foregoing, this case is removed from the agenda of the Pre-Review Committee and considered closed.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee

MAS:ml

cc: I. Wayland Bonbright
Lawrence V. Brown

MEMORANDUM OF DISPOSITION
FACT FINDING COMMITTEE NO. 3462-86-15
STOCKTON DIVISION GRIEVANCE NO. 16-455-85-73

APR 1 1986
CASE CLOSED
LOGGED AND FILED

RECEIVED APR 1 1986

SUBJECT

This case pertains to the discharge of an Operating Clerk-Typist for her continued unavailability for work record.

The main issue is whether or not the discharge was for just and sufficient cause.

FACTS OF THE CASE

1. The report of the Local Investigating Committee is attached and made part of this Memorandum.
2. The grievant received a letter of reprimand on June 11, 1984 for her excessive absenteeism, tardiness, and job performance.
3. The grievant received a letter of reprimand on July 26, 1984 for her unavailability for work.
4. The grievant was issued a final-final letter on January 28, 1985, (revised March 14, 1985) for her continued unavailability for work record. This final-final letter was upheld by the Fact Finding Committee.
5. The grievant's unavailability for work record prior to 1985 indicated:

1984 - 216 hours
1983 - 116 hours
1982 - 66 hours
1981 - 55 hours
1980 - 18 hours (24 hours no pay)
1979 - 1 hour (no pay)
(10/26/79) - Original employment date

6. The grievant had been unavailable for 191.5 hours in 1985. All but 9 of these 191.5 hours were taken after the final-final letter of January 28. Thus, 182.5 of the 191.5 hours (95%) of the time taken by the grievant was after she was issued the final-final letter.

DECISION

The Committee discussed this case at length and concluded that the discharge was for just and sufficient cause inasmuch as the grievant did not take corrective action to help reduce her unavailability for work. This case is closed without adjustment.

<u>Chris Kovach</u> Chris Kovach, Company Member	Concur/Dissent	<u>3/21/86</u> Date
<u>M. J. Short</u> Margaret Short, Company Member	Concur/Dissent	<u>3/21/86</u> Date
<u>Don Custer</u> Mickey Harrington, Union Member DON CUSTER	Concur/Dissent	<u>3/31/86</u> Date
<u>C. J. Wheeler</u> Corb Wheeler, Union Member	Concur/Dissent	<u>3-31-86</u> Date

Attachment: LIC Report