

REVIEW COMMITTEE



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

RECEIVED MAY 15 1986

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Joaquin Valley Region Grievance No. 25-809-85-52
P-RC 1104

May 13, 1986

TOM C. PHEBUS, Company Member
San Joaquin Valley Region
Local Investigating Committee

RON VAN DYKE, Union Member
San Joaquin Valley 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 Fact Finding Committee for settlement without adjustment and without prejudice to the positions of the parties.

This case is removed from the agenda of the Pre-Review Committee.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee

MAShort(222-1123):ml

cc: I. Wayland Bonbright
Lawrence V. Brown

MEMORANDUM OF DISPOSITION
FACT FINDING COMMITTEE NO. 3438-85-263

SAN JOAQUIN DIVISION
GRIEVANCE NO. 25-809-85-52

**CASE CLOSED
LOGGED AND FILED**

JUN 8 1987

SUBJECT OF THE GRIEVANCE:

This grievance concerns whether a disciplinary letter given to the grievant for unsatisfactory work performance was provided for just and sufficient cause.

CORRECTION REQUESTED:

The correction requested by Union was that Company rescind the disciplinary letter as well as cease and desist Company's arbitrary and capricious action toward the grievant.

DISCUSSION:

Attached hereto and made a part hereof is a report from the Local Investigating Committee.

In dispute, are the grievant's transfer and bidding rights.

The Committee has reviewed the facts of the case. The grievant has a lengthy history of unsatisfactory work performance including numerous incidents of discipline. The grievant arrived in her current position of Utility Clerk as a result of a demotion due to unsatisfactory work performance.

DECISION:

The Committee agreed that the disciplinary letter issued to the grievant was for just cause. The Committee has further agreed that the disciplinary letter will be modified to reflect that the grievant is precluded from upgrade and from submitting prebids until she is able to demonstrate that she is capable of performing the full duties of her current job in a satisfactory manner. Given the amount of time that has elapsed since the filing of this grievance and the fact that the grievant has not had additional performance problems, the Committee has agreed that the grievant's transfer rights will be reinstated.

On this basis, the case is closed.

SAN JOAQUIN DIVISION
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GRIEVANCE NO. 25-809-85-52

MEMORANDUM OF DISPOSITION -- PAGE 2

Roger Stalcup

R. Stalcup, Union Member

Concur/~~Dissent~~ 5/20/87
Date

Ron Van Dyke

R. VanDyke, Union Member

Concur/~~Dissent~~ 5/6/87
Date

M. A. Short

M. Short, Company Member

Concur/~~Dissent~~ 5/20/87
Date

Paul Kangail

R. Kangail, Company Member

Concur/~~Dissent~~ 4/17/87
Date