

# REVIEW COMMITTEE



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

JUN 11 1986

**CASE CLOSED  
LOGGED AND FILED**

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 JUN 11 1986

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1494-86-2  
P-RC 1107

June 9, 1986

RICHARD S. BAIN, Chairman  
General Construction  
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman  
General Construction  
Joint Grievance Committee

Grievance Issue

Discharge of a Clerical Assistant for failure to meet Company Standards for continued employment.

Facts of the Case

The grievant was hired as a Clerical Assistant on July 5, 1985 at Diablo Canyon. The job duties as a clerical assistant were payroll, invoices, and related clerical tasks.

In October, 1985, the grievant pled guilty to five felony counts of embezzlement based on his actions at one of his previous employers. Upon receipt of the Security Department's report on the grievant's actions, the Company terminated the grievant on January 3, 1986, which was two days prior to the grievant achieving regular status.

Discussion

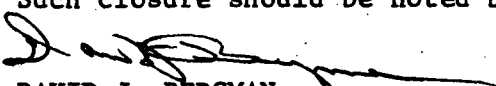
The Committee examined the documents concerning RC 1310 and 1336 of which there were considerable similarities and circumstances to this case.

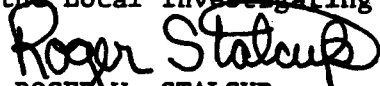
In RC 1310, the Union grieved the denial of a grievance regarding the termination of a probationary employee who was convicted of a felony after being employed. The decision determined that the issue was grievable since it "would reflect on the character of the employee." The termination could not be resolved at the lower levels. Subsequently, in RC 1336, the termination was considered proper.

Decision

Upon consideration of the similar factual situations contained in Review Committee Decision 1336 and the instant case, the Pre-Review Committee agreed that the discharge was for just cause and closed the case without adjustment.

Such closure should be noted by the Local Investigating Committee.

  
DAVID J. BERGMAN  
Review Committee

  
ROGER W. STALCUP  
Review Committee