

REVIEW COMMITTEE**PG and E****IBEW**

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

CASE CLOSED
LOGGED AND FILED
RECEIVED OCT 27 1986

NOV 5 1986

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

V.P. and Comptrollers Grievance No. 22-508-86-1
P-RC 1127

October 23, 1986

DAVE A. SCHULTZ, Company Member
V.P. & Comptrollers
Local Investigating Committee

DOROTHY FORTIER, Union Member
V.P. & Comptrollers
Local Investigating Committee

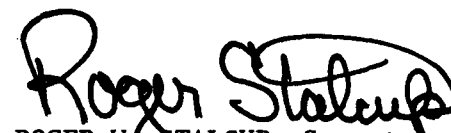
The above-subject grievance has been discussed by the Pre-Review Committee Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns the discharge of a Utility Clerk for violating Standard Practice 735.6-1 by defrauding fellow employees. In February 1985, the grievant began collecting money from other employees (both in and out of the bargaining unit) for a 1986 Super Bowl football pool. The grievant collected in excess of \$7000 and admitted spending it for her own financial needs. These collections took place in and around the work place.

The grievant had seven years of service and no prior record of discipline. Based on the facts of this case, the Pre-Review Committee is in agreement that the discharge was for just and sufficient cause. This decision is not to be construed as agreement that any and all violations of Standard Practice 735.6-1 are dischargeable; but as has been the Company's policy, the appropriate action shall be determined on a case-by-case basis, with the exception of those first time offenses which the parties have agreed are dischargeable or that have historically been dischargeable (see also RC 1451, 1452 and 1593).

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

MAShort(222-1123):mc