

7.1 - Discipline of Serviceman
for work performance.
Hours Clarification - Schedule
change for training.

REVIEW COMMITTEE

PG and E

JUN 29 1988

IBEW



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

**CASE CLOSED
LOGGED AND FILED**

RECEIVED JUN 20 1988

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

D.J. BERGMAN, CHAIRMAN

Stockton Division Grievance No. 16-488-86-21
P-RC 1158

R.W. STALCUP, SECRETARY

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

June 15, 1988

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

BOB GIBBS, 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(v) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This case concerns a letter of reprimand dated May 20, 1986, for unsatisfactory work performance issued to a Stockton Serviceman. In addition, the employee's hours of work were temporarily changed from a 3:00 p.m. - 11:00 p.m. shift to an 8:30 a.m. - 5:00 p.m. shift.

Facts of the Case

The grievant has been a Serviceman since 1969. He had previously received letters of reprimand dated February 11, 1986 and April 8, 1986, for leaving hazardous conditions at customers' residences. A review of the grievant's work of April 14, 1986, disclosed more performance deficiencies resulting in the subject letter and schedule change. The stated purpose for the schedule change was to provide the grievant with:

1. Weekly reviews of your work for additional training
2. Daily standard practice reviews
3. Periodic hazard awareness training in the Serviceman's training area.

The grievant returned to his regular schedule (3:00 p.m. - 11:00 p.m.) in late October 1986.

During the period when the grievant was assigned to the temporary schedule, four audits of his work were performed. Three of the audits exceeded the quality standard and the fourth was within .1 of the standard.

Discussion

The Committee discussed at great length whether or not this was a proper schedule change in that the grievant was not filling a vacant shift. Company cited the provisions of Paragraph F of the Hours Clarification. Union, however, stated that Paragraph F provides that such assignments "shall be arranged in increments of weekly duration and the extent of total duration shall be given at the time of notice of transfer." In this case, the end point of the training was not specified. In addition, the Union argued that what the Company intended to provide in the way of training could have been accomplished without the schedule change and, in fact, Item 7 of the Joint Statement of Facts says: "The employee received most of his training from 3 pm - 4 pm in the afternoon." Except for the audits, the record is absent documentation of additional training assignments, dates, or weekly review results. The Union also argued that Servicemen receive a total of four weeks of negotiated training and are expected to be fully trained. In the grievant's case, with more than 15 years as a Serviceman, he shouldn't need five and one-half months of additional training.

Decision

The Local Investigating Committee agreed that the letter of reprimand was for just and sufficient cause. The Pre-Review Committee agreed that a schedule change for training purposes does not violate the Agreement as long as the provisions of Paragraph F of the Hours Clarification and Section 208.18 of the Agreement are complied with.

Based on the facts of this case, the Committee agreed to an equity settlement to compensate the grievant at one-half time the 1986 Serviceman rate for hours outside of his 3:00 p.m. - 11:00 p.m. shift which were in excess of four weeks, excluding vacation time and the time spent on the 12:00 p.m. to 8:00 p.m. schedule.

This case is considered closed based on the foregoing and the adjustment contained herein. Such closure should be so noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

MAShort(223-1123):mc