

**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

**CASE CLOSED**  
**LOGGED AND FILED**

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 JUN 17 1987**

- ☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1593-86-101  
P-RC 1167

June 16, 1987

PHIL G. DAMASK, Chairman  
General Construction  
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman  
General Construction  
Joint Grievance Committee

Subject of Grievance

This Grievance (P-RC 1167) involves Company's refusal to process General Construction Grievance No. 3-1576-86-84 alleging various violations regarding health and safety issues, harassment, and misuse of Company time and material filed on behalf of all affected employees.

Facts of the Case

With regard to the first grievance (86-84), the Company's answer was:

"Company will investigate and correct all issues and problems in regard to safety and health requirements and in promoting harmony and efficiency. Furthermore, it is Company's published policy that it does not discriminate or retaliate against or harass employees. Company will take whatever corrective action is deemed appropriate. CORRECTION ASKED FOR in this Grievance is granted and Company considers the case to be closed."

Approximately five weeks after the above answer was given, Union filed the second grievance (86-101) indicating that Company was intentionally obstructing the grievance procedure and has not established a Local Investigating Committee and that Union did not accept answer to first grievance. The Company's response, in part, was that Union had not provided enough information in the original grievance for Company to investigate the allegations.

June 16, 1987

Discussion and Settlement:

The Committee discussed this case at length the obligations of the parties in administering the grievance procedure. Since the Union subsequently provided additional information concerning its allegations, the Local Investigating Committee will convene and investigate two of the stated grievance issues.

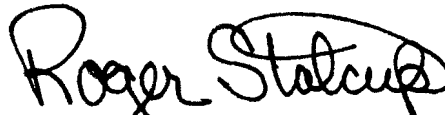
The Local Investigating Committee is to convene and interview the named grievant with regard to the 1) alleged safety violations and 2) alleged harassment of said grievant.

Further, the Committee agreed that the guidelines set forth in P-RC 1059 must be followed to allow Company to properly prepare for the pending Local Investigating Committee investigation. In short, the Union is obligated to provide adequate information for Company to investigate and properly respond to the grievance issue.

Based on the foregoing, this case is closed and such closure should be noted in the Joint Grievance Committee Minutes.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

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