

# REVIEW COMMITTEE



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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL



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

General Construction Grievance No. 3-1612-86-120  
P-RC 1183

February 23, 1987

RICHARD S. BAIN, Chairman  
General Construction  
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman  
General Construction  
Joint Grievance Committee

The above-referenced case has been discussed by the Pre-Review Committee and, pursuant to Step Five A(v) of the grievance procedure, is being returned to the Joint Grievance Committee for resolution.

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

DAVID J. BERGMAN, Chairman  
Review Committee

  
ROGER W. STALCUP, Secretary  
Review Committee

MAShort(2-1123):mc

cc: Robert C. Taylor

MEMBERS OF THE GENERAL CONSTRUCTION  
JOINT GRIEVANCE COMMITTEE  
FEBRUARY 19, 1987

Committee Members  
Local 1245 IBEW:

Barry Humphrey - Chairman  
Al Calleros  
John Gross  
Brian Kapaun  
Daniel Robertson

Committee Members  
PGandE:

Richard S. Bain - Chairman (Acting)  
Richard Baur  
Phil Damask  
Robert Pentacoff  
Len West

Representing Local 1245:

Joel Elloff - Business Representative  
Ron Van Dyke - Business Representative  
Gene Wallace - Business Representative

Representing PGandE:

Kevin H. Corrigan - Labor Relations Representative

The minutes of the January 15, 1987 meeting was approved with the following changes:

- 1) The first correction to the December Joint Grievance Committee minutes should read:  
  
On page 2278 the word "agreed" in the first sentence of the fifth paragraph should be argued.
- 2) On page 2282 the term "Agreed Medical Examiner" in the fifth paragraph should be "Agreed to Medical examiner."
- 3) On page 2283 Grievances 86-135 and 86-140 should be recorded as "held over" rather than "report issued".

Correspondence

None

G. 3-1595-86-103 (Line) - Verbal Reprimand for Being away from the Assigned Work Area

Grievant was approached by his Working Foreman B in an area of the plant that appeared to be away from where the Working Foreman B thought was the grievant's assigned work area.

The Working Foreman "B" further stated that when he approached the grievant he was sitting in a reclined position without any tools, and in a very dark area of the plant. Based on those observations the grievant was issued a verbal warning for being away from his assigned work area.

Grievant was adamant that he was not out of his assigned work area as he had been given an assignment by his Working Foreman "C" to perform clean up work on the previous day's job. This assignment was not known by the Working Foreman "B". The local Investigating Committee obtained conflicting testimony from the grievant and the Working Foreman "B" about the exact location the grievant was assigned. The physical distance was not great (about five feet), but in the Supervisor's opinion enough to make a difference in whether or not the grievant could perform his assigned work.

In discussing the case the committee noted that the grievant has had no recent incidents of this type on the job since the time the verbal reprimand was issued. The committee agreed to close this case on the basis that any reference to the verbal warning for being away from his assigned work area will be removed from the grievant's file. This settlement was reached without prejudice to the veracity of either party's position.

G-3-1599-86-107 (HR&AS) - Failure to Upgrade First Field Clerk

Time limit expired. Referred to PRC and recalled by JGC.

G. 3-1600-86-110 (Line) Bypassed Painter A for Upgrade to Working Foreman C

Time limit expired referred to PRC and recalled by JGC.

G. 3-1612-86-120 (Line) Discharge of Painter for Indecent-Exposure and Inappropriate Behavior at the Job Site. (PRC 1183)

This case had previously been referred to the Pre Review Committee but is now being recalled by the Joint Grievance Committee for settlement on the basis that grievant has left the PGandE service area and has secured other employment and no longer is interested in pursuing his former position with PGandE. The issue is therefore moot and the Joint Grievance Committee closes this case without adjustment. Company maintains this type of behavior is grounds for disciplinary action. (See discussion on G.3-1617-86-125 for a case with a similar offense.)

G. 3-1613-86-121 (Gas) Bypass of an Apprentice Gas Technician for Promotion to Journeyman.

Time limit expired. Referred to Pre Review Committee and recalled by Joint Grievance Committee.

G. 3-1616-86-124 (Gas) Reprimand letter for and Avoidable Automotive Accident

Time limit expired. Referred to the PRC and recalled by the JGC.

G. 3-1617-86-125 (Line) Five Day Disciplinary Lay Off for Painter B for Indecent Exposure and Inappropriate Behavior at the Job Site.

Grievant was observed by at least five of his co-workers exposing himself on the job at various times and locations. These incidents came to the attention of exempt Supervision by a group of grievant's co-workers who were working on another crew.