

# 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

NOV 3 1987

**CASE CLOSED  
LOGGED AND FILED**

**RECEIVED OCT 9 1987**

General Construction Grievance. No. 3-1632-86-140  
P-RC 1196

September 29, 1987

PHIL G. DAMASK, Chairman  
General Construction  
Local Investigating Committee

BARRY J. HUMPHREY, Chairman  
General Construction  
Local Investigating Committee

### Subject of Grievance

Discharge of a Field Regulator Changer for improper conduct.

### Facts of the Case

The grievant's hire date was August 31, 1983.

In December 1986, the Company became aware that the grievant was selling insulation for a private company while on Company time.

The grievant admitted to contacting Company customers for the purpose of selling an insulation Company's services. However, the grievant stated that he signed up people on personal time, breaks, lunch periods and after work. The grievant did admit to receiving compensation from the insulation company. The Company received testimony from a customer in Bakersfield that on November 25, 1986, the grievant did solicit insulation sales at 3:30 p.m. in the afternoon. The grievant's work hours were from 8:00 a.m. to 4:30 p.m.

The Company also received a complaint from another insulation company that a Company employee in uniform and vehicle was selling insulation.

### Discussion and Decision

The Committee agreed the facts in this case were clear that the grievant was soliciting and selling insulation for another company, the contacts for which were developed through his status as a Field Regulator Changer, in direct violation of the Company's employee conduct policy. After reviewing the grievant's employment history, service and other similar cases, the Committee agreed that discharge

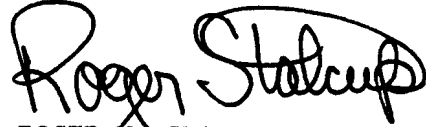
September 29, 1987

was appropriate given the facts of this case.

Based on the foregoing, this case is closed without adjustment and such closure should be noted by the Joint Grievance Committee.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Chairman  
Review Committee

RRDoering(2-1124):rdp

cc: Jess R. Herrera  
I. Wayland Bonbright  
Richard B. Bradford  
Rod J. Maslowski  
Ronald A. Morris  
Reg. & G.O. Human Res. Mgrs. & Dirs.