

REVIEW COMMITTEE**PG and E**

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

IBEW 

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. 3-1715-87-77
P-RC 1227

September 29, 1987

PHIL G. DAMASK, Chairman
General Construction
Local Investigating Committee

BARRY J. HUMPHREY, Chairman
General Construction
Local Investigating Committee

Subject of Grievance

Disciplinary time off and demotion of Line Subforeman "A" for drinking beer on Company time and property, and trading overtime for straight time.

Facts of the Case

The grievant was hired July 2, 1976 and has been a Subforeman "A" since April 15, 1985. The grievant did not have any other documented performance problems.

On June 19, 1987, the grievant's crew agreed to come in at 6:00 a.m., not to charge overtime and to leave early. The grievant brought the crew to the yard at 1:00 p.m. and was going to change the time cards showing seven hours worked and one hour off personal business since they worked through lunch. The grievant admitted he was not authorized to change the work hours of his work group.

The grievant was drinking beer in the trailer when the Line Department Superintendent walked in at approximately 1:00 p.m. The grievant was given a three-day disciplinary layoff, demoted to Lineman and made eligible for promotion back to Subforeman in six months.

Discussion

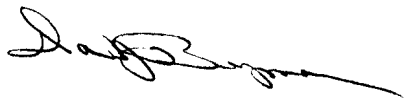
The Committee agreed that there was no dispute as to the facts of the case. However, the Union opined that a six-month demotion was too severe for the grievant's first offense. Company opined that given the several offenses, the disciplinary action meted out was appropriate.

September 29, 1987


Decision

The Committee discussed this case and agreed that the three-day disciplinary time off was appropriate. With regard to the demotion period, the Committee, in reviewing the grievant's past work record and length of service, agreed to mitigate the six-month demotion period and to make the grievant eligible for upgrades and promotion back to Subforeman on September 1, 1987. The Committee agreed further that there would be no intent to circumvent the grievant's ability to obtain the future upgrades.

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

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.