

REVIEW COMMITTEE

7.1 - Just cause for discipline
Left job w/o permission

PG and E

IBEW 

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R.W. STALCUP, SECRETARY

SEP 29 1988

**CASE CLOSED
LOGGED AND FILED**

RECEIVED SEP 27 1988

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance 3-1691-87-53
P-RC 1245

September 21, 1988

PHIL G. DAMASK, Chairman
General Construction
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Subject of Grievance

Letter of Reprimand and one day off without pay for inadequate job performance.

Facts of the Case

The grievant is a Miscellaneous Equipment Operator B with a hire date of August 19, 1985.

On April 10, 1987, the grievant left work without permission to go to the exempt foreman's office without an appointment. Grievant also took his personal vehicle on this visit to the foreman's office and did not stock the crew truck as he was instructed. Further, on April 16, the grievant was observed by the foreman at the jobsite sitting on a bench with his hands behind his head and his legs stretched out in front of him in a very relaxed manner.

On April 21, 1987, the grievant received a disciplinary letter and one day off without pay for poor work performance for the above incidents.

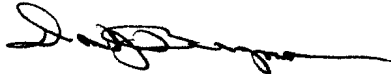
Discussion

The committee reviewed the testimony and noted that the grievant had previously been counseled for inadequate job performance and received a letter of reprimand on December 8, 1986 for similar incidents. The committee also discussed the current incidents and noted that the instant disciplinary action gave a disproportionate weight to the break incident versus leaving the job site and failing to follow instructions.

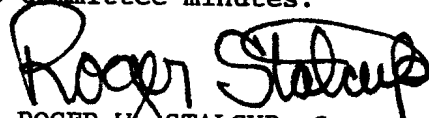
Decision

Since there was little or no discrepancy as to the sequence of events or facts of the case, the committee agreed that discipline meted out in this case was for just cause. However, since this disciplinary letter would have been converted to an oral reminder under the Positive Discipline System and subsequently deactivated because there have been no further incidents warranting discipline, the committee agreed to the removal of the letter from the 701 file.

Based on the above, this case is closed and such closure should be noted in the minutes of the Joint Grievance Committee minutes.



DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

MAShort(223-1123):jh