

REVIEW COMMITTEE**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY
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D.J. BERGMAN, CHAIRMAN

- ☐ DECISION
☐ LETTER DECISION
☐ PRE-REVIEW REFERRAL

APR 19 1988

**CASE CLOSED
LOGGED AND FILED**

RECEIVED APR 05 1988

Sacramento Valley Region Grievance No. 6-342-86-55
and 6-344-86-57
P-RC 1256

IBEW

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

April 1, 1988

Dan Robinson
Sacramento Valley Region
Local Investigating Committee

Wayne Greer
Sacramento Valley Region
Local Investigating Committee

The above subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This case concerns a final disciplinary letter and the subsequent discharge of a Groundman for continued unsatisfactory work performance.

Facts of the Case

The grievant was first employed as a Meter Reader in Stockton on August 27, 1984. On January 9, 1985, during his probationary period, he was appointed to a Groundman, Rio Vista. On July 8, 1985, he transferred to Woodland as a Groundman and was terminated effective December 1, 1986.

Supervisors first began formally addressing the grievant's performance problems during a counselling session on November 25, 1985 as a result of "reports from crew foreman that you had to be told more than once to do specific tasks and that you could not remember from day to day".

The grievant next received a letter of concern dated 2/3/86 citing an incident when the grievant should have hooked up a trailer to the truck and failed to do so.

A letter dated May 30, 1986, commending the grievant's improvement to a "consistent, fully satisfactory level" was issued following a period of weekly reviews and documentation by various crew foreman.

However, the improvement was short-lived as a disciplinary letter was issued dated August 22, 1986, resulting from several incidents and reports indicating that the types of problems which gave rise to the earlier counsellings and letter of concern were occurring again. The grievant was given 45 working days, until October 27, 1986, to bring his performance to a "consistent satisfactory level". At the conclusion of this period, the grievant's performance was not satisfactory and the final letter dated October 30, 1986 was issued. This letter was the first disciplinary action grieved on behalf of the grievant. The letter states that during the 45 workday period he worked for three different crew foreman who had a common opinion regarding his performance: "Has to be told what and/or how to do task/project each time, even on repetitious tasks/projects." In addition, there were safety related concerns. The final letter concluded with a requirement that the grievant improve his job performance to a fully satisfactory level within 30 calendar days or he would be terminated. There followed at least three performance discrepancies and he was discharged.

The grievant received training and instruction in all aspects of Groundman responsibilities and individualized attention to help him overcome the deficiencies.

Discussion and Decision

This case was discussed at great length at the various steps of the grievance procedure. At the Fact Finding and Pre-Review steps, the committees reviewed documentation supporting Company's statements regarding unsatisfactory performance. It was noted by the committee that the grievant for a period of time from February to May 1986 demonstrated an ability to perform at a satisfactory level, however, after that brief period, reverted.

Based on the facts present in this case, the Pre-Review Committee is in agreement that the final letter and the discharge were for just and sufficient cause.

This case is considered closed without adjustment and such closure should be so noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

MAShort(223-1123):lmw