

**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

**CASE CLOSED**  
**LOGGED AND FILED**

RECEIVED JUL - 7 1988

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**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

San Francisco Division Grievance No. 2-1540-87-112  
P-RC 1265

July 5, 1988

KENT H. ANDERSON, Company Member  
San Francisco Division  
Local Investigating Committee

PERRY ZIMMERMAN, Union Member  
San Francisco Division  
Local Investigating Committee

Subject of the Grievance

This case concerns a disciplinary layoff received by a Groundman for alleged irresponsible conduct.

Facts of the Case

On September 25, 1987, the grievant was called at home by a San Francisco Division Cable Splicer who commutes with the grievant. The Cable Splicer said that he had been called regarding an emergency overtime assignment in Redwood Region. The Cable Splicer was on vacation but gave the grievant's phone number to the Redwood Region employee that called. The grievant was then called, asked to work, and told he would be upgraded to Apprentice Cable Splicer. The call was made by a Redwood Region Cable Splicer. According to the grievant, at no time did he indicate that he could make a lead splice and that the employee who called him knew he was a Groundman. The grievant believed that the call to him was cleared through San Francisco, and his supervisor knew of the assignment. The grievant further believed that since he was upgraded to Apprentice Cable Splicer, he could perform the work.

Discussion

It is unclear why this callout was made by a Cable Splicer in Redwood Region and further why Redwood was calling Golden Gate Region employees. Inasmuch as the grievant met with exempt employees in Redwood, he reasonably assumed his presence had been properly arranged through Golden Gate. There is also lack of evidence to support a contention that the grievant misrepresented himself as a journeyman Cable Splicer. His uncontradicted testimony indicates he would be upgraded to apprentice which indicates knowledge on the part of Redwood Region that he was not a journeyman. Based on the information contained in the Joint Statement of Facts, this incident appears to the Committee to have resulted from a lack of communication on the part of Redwood Region with Golden Gate Region. The Committee believes, based on the facts evident in this case, that it was inappropriate to have disciplined the grievant and agrees to make him whole.


July 5, 1988

The Committee is troubled, however, by the apparent lack of judgement on the part of the grievant. While noted earlier that misrepresentation of his skills is not evident, the grievant placed himself and others in potential peril by attempting work which he was clearly not qualified to perform and should have objected to being assigned. The Committee agrees that it is reasonable to expect employees to exercise common sense and judgement in the course of their employment.

This case is considered closed.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

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