



# REVIEW COMMITTEE

JAN 26 1989



PACIFIC GAS AND ELECTRIC COMPANY  
215 MARKET STREET, ROOM 916  
SAN FRANCISCO, CALIFORNIA 94106  
(415) 973-1125

**CASE CLOSED  
LOGGED AND FILED**

RECEIVED JAN 23 1989

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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

North Bay Division Grievance No. 4-1418-87-49  
Pre-Review Committee No. 1277

January 18, 1989

CHARLENE PICKUS, Company Member  
North Bay - Electric Division  
Local Investigating Committee

SAM A. TAMIMI, Union Member  
North Bay - Electric Division  
Local Investigating Committee

## Subject of the Grievance

This case concerns a Decision Making Leave received by a Troublemán.

## Facts of the Case

The grievant's relevant active discipline in the Conduct category consisted of a Written Reminder received on November 17, 1986 for misrepresenting times on his work log to cover up inactivity and failure to follow his supervisor's instructions. On December 24, 1986, the grievant was coached and counseled for keeping outdated rubber goods on his truck. On September 23, 1987, the grievant was given the subject Decision Making Leave as a result of a backing accident and failure to report the accident until the following day.

The accident occurred on September 1, 1987. According to the grievant, he stopped at a convenience store at approximately 3:15 p.m. to purchase a soda, pulling into the store's parking lot. While backing out to leave, the grievant's vehicle struck a car despite his having looked right, left, and back before and after putting the truck in gear. According to the accident report, damage to the third party vehicle was estimated at \$534 due to a dent in the right front door. Following the accident the grievant filled out an accident report and returned to work. The grievant did not notify supervision of the accident until the start of his shift at 10:30 a.m. the next day.

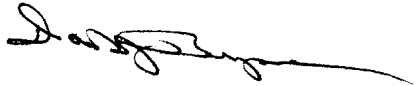
## Discussion

The Committee reviewed a number of previous settlements, including Pre-Review Committee No. 811 and noted that in this Division backing accidents have consistently resulted in discipline. That being the case, the Committee agreed that just cause for discipline existed and found no factors that would indicate mitigation was warranted. Based on the Positive Discipline Guidelines, escalation from the previous Written Reminder in the Conduct category to a Decision Making Leave for the backing accident was appropriate.

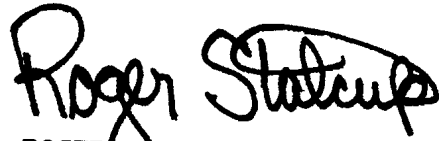
January 18, 1989

Decision

This grievance is settled without adjustment and is considered closed. Such closure should be noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

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