



REVIEW COMMITTEE



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

NOV - 8 1989

**CASE CLOSED
LOGGED AND FILED**

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

RECEIVED NOV - 6 1989

Vallejo-Napa Grievance No. VN4-1454-88-20
P-RC 1316

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

November 3, 1989

CYNTHIA HARRISON, Company Member
Vallejo-Napa Division
Local Investigating Committee

SAM TAMIMI, Union Member
Vallejo-Napa Division
Local Investigating Committee

The above grievance was discussed at the Pre-Review Committee and is being returned to the Local Investigating Committee with a recommendation for settlement.

The Fact Finding Committee had agreed that the discipline was for just cause but raised the issue of what constitutes a conduct violation versus a performance problem involving a safety infraction under the Positive Discipline System.

The Pre-Review Committee agreed to apply retroactively Letter Agreement No. 89-164 which places the safety infraction into the Work Performance category. The Local Investigating Committee is to review the discipline of the grievant and make whatever adjustments are necessary.

This case is closed without further adjustment.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee

JAMoffat(223-5983):mc

Pacific Gas and Electric Company

215 Market Street
San Francisco, CA 94106
415/972-7000

September 7, 1989

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94596



Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes to amend the Positive Discipline Guidelines (Letter Agreement No. 87-189-PGE) by removing "Failure to Adhere to Safe Work Practices and Accident Prevention Rules" from the Conduct category and placing it in the Work Performance category of Section IV B. This change is consistent with PG&E's approach that safety is an integral part of work performance and procedures.

Upon the signing of this agreement, employees who have active discipline in the Conduct category resulting from safety violations will have that discipline and any subsequent discipline adjusted accordingly. The employee's disciplinary status upon adjustment will mirror that which it would have been had the safety related discipline originally been placed in the Work Performance category, except that in no event will the adjustment result in the employee being placed at the Decision Making Leave step.

Any adjustments will be executed following concurrence of the Union Business Representative. If concurrence cannot be reached locally, disputed adjustments will be referred for resolution to a committee consisting of one member designated by Company's Manager of Industrial Relations and one member designated by Union's Business Manager. Company will explain to each affected employee in the presence of a Shop Steward, if the employee desires a Shop Steward, the change in his/her Positive Discipline status.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Oct 11, 1989

By Jack McNally
Business Manager