



REVIEW COMMITTEE

112.8 & 7.1 - Just cause
for discipline -
leaving mtg w/o per-
mission, claiming sick.



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

JAN 25 1990

CASE CLOSED
LOGGED AND FILED
RECEIVED JAN 23 1990

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

Santa Rosa Division Grievance No. RW-SR-04-64-89-50-15
P-RC 1397

January 18, 1990

SHELLEY VERBIN, Company Member
Santa Rosa Division
Local Investigating Committee

SAM TAMIMI, Union Member
Santa Rosa Division
Local Investigating Committee

Grievance Issue: A Lineman received an Oral Reminder allegedly without just or sufficient cause.

Facts of the Case:

The grievant was at a stand-up meeting at which time he brought up a personal issue with the supervisor which had already been discussed with the grievant. The supervisor told the grievant that the issue was already discussed and the matter is closed. The grievant wanted to attend the Region Ideas in Action Promotion which was being held in another yard, and the supervisor told the grievant that operational needs prohibited him from allowing the grievant to attend.

The grievant left the meeting without permission before the meeting was over. The grievant was confronted by the supervisor in the yard, and the grievant stated he was sick. The supervisor told the grievant to bring proof of illness if he was sick. The grievant then drove from the yard, laying rubber after leaving the gate.

The grievant returned to the yard later that day with a note from his doctor prescribing one week off.

The grievant was issued an Oral Reminder for disrupting a meeting, leaving a meeting without permission and speeding in the yard.

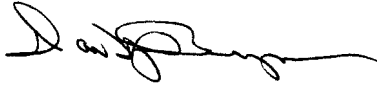
Discussion:

The Committee discussed the issues surrounding this case and the incident which resulted in the Oral Reminder. It appears from the testimony in the report that the meeting was already loud and boisterous before the grievant interjected his remarks about the Region Program. It is unclear whether the grievant exited the yard in an unsafe and reckless manner. The Committee does not agree that the grievant left the meeting before it was over and without permission.

Decision:

The Committee agrees that the Oral Reminder should be modified as per the attached to reflect only that the grievant left the meeting without permission.

This case is closed without further adjustment.



DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

JAMoffat(223-5983):mc

Attach.

ORAL REMINDER

This is an Oral Reminder that will be kept in the file for six months from this date, and at that time will be de-activated. This discipline is in the Conduct Category. On May 16, 1989 in the Sonoma Service Center, you left a meeting without permission.

As we discussed on June 7, 1989 with Paul Mazzotti (Shop Steward), no matter how we feel, we have a responsibility to act in a safe and professional manner.

I hope you take this in a positive manner, and I am willing to discuss or help you with any concerns you may have.