



REVIEW COMMITTEE

MAR 27 1990

7.1 - Just cause for discipline - unauthorized use of Co. vehicle.



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

**CASE CLOSED
LOGGED AND FILED**

RECEIVED MAR 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

General Construction Grievance No. 3-1999-89-104
P-RC 1407

March 21, 1990

BYRON TOMLINSON, Chairman
General Construction
Joint Grievance Committee

BARRY HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Subject of the Grievance

The case concerns the appropriate level of discipline for an employee who took a Company vehicle without proper authorization.

Facts of the Case

The Committee established that the grievant called his Foreman around 9 p.m. and requested the use of the Company clerk's pick-up truck to drive from Santa Maria to Paso Robles to pick up his family and drive them back to Santa Maria. The grievant also admitted that he had had a few beers at approximately 7:30 p.m.

The Foreman told the grievant that he would not authorize the use of the truck. At approximately 9:30 p.m., after the phone conversation, the grievant got a ride to the yard, entered the locked yard, took the keys and a Company radio from the trailer, and drove the Company pick-up to Paso Robles, picked up his family and returned to the motel in Santa Maria.

The next morning the Foreman noticed the truck was missing. The grievant, after oversleeping, called the Foreman and let him know he would be late and that he had the truck.

The Company, after examining the facts of the case, issued the grievant a Decision Making Leave.

Discussion

The Union argued that the grievant believed he had implied consent from his Foreman to take the truck. The Company stated that the level of Positive Discipline was appropriate given the severity of the incident. The grievant freely acknowledged that he knew it was against Company rules to take Company property without authorization, transport non-employees, and to have consumed alcohol prior to driving the vehicle.

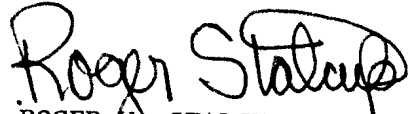
Decision

After considerable discussion, the Committee agreed the level of discipline was appropriate.

This case is closed without adjustment, and such closure should be noted in the minutes of the Joint Grievance Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

LLBates(223-5451):tm