



REVIEW COMMITTEE

7.1 - Just cause for discipline-
Discharge for cont'd excessive absenteeism



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

AUG 29 1990

**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
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED AUG 27 1990

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

North Bay Division Grievance No. RW-NB-4-62-89-64-10
P-RC 1412

August 15, 1990

DOUG VEADER, Company Member
North Bay Division
Local Investigating Committee

LARRY PIERCE, Union Member
North Bay Division
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Gas Crew Foreman, San Rafael for continued unavailability.

Facts of the Case

The grievant's disciplinary history is as follows:

- January 23, 1989 - Oral Reminder - no call; no show November 28, 1988
- January 23, 1989 - Written Reminder - no call; no show December 23 and 27, 1988
- June 26, 1989 - Decision Making Leave - no call; no show June 8 and 9, 1989
- July 19, 1989 - Discharged - no call; no show July 19, 1989 and failure to report for work

The Union questioned the issuance of both an Oral Reminder and Written Reminder on the same date. Company indicated that immediately following the November 28, 1988 absence, the grievant entered an alcohol treatment facility. He was released on December 19, 1988 and was expected to return to work on December 23, 1988. He did not return because he began drinking again. He was readmitted to a treatment facility on December 27, 1988 and released on January 10, 1989 to a half-way house. January 23, 1989 was the grievant's first day back at work. He was presented the Oral and Written Reminders at that time.

The grievant was given a Decision Making Leave on June 21, 1989 for his failure to call in or report for work on June 8 and 9, 1989.

Following the Decision Making Leave the following occurred:

July 18, 1989 - Grievant was on vacation but called the General Foreman at 5:30 p.m. indicating he was having more problems with his drinking and may want to return for a hospital stay. The General Foreman informed the grievant that he had already had two leaves of absence for alcohol treatment and didn't think a third leave would be granted.

The General Foreman suggested that the grievant contact Ross Valley Hospital for a possible short stay using what vacation he had left, then an out patient program. This seemed to be a way the grievant could handle the situation. The grievant said he would think about it, and they could talk tomorrow at work. The General Foreman asked the grievant if he would be OK and if he would be at work tomorrow morning. The grievant said "thanks for talking to me, and I'll be in tomorrow, no problem."

July 19, 1989 - The grievant did not show up and didn't call in. His job, which was welding 8" steel main, was given over to General Construction to complete. The General Foreman called the grievant's house at 10:20 a.m. and again at 1:30 p.m. and received no answer both times.

July 20, 1989 - The grievant called in around 7:00 a.m. The General Foreman asked the grievant why he wasn't in yesterday and why he didn't bother to call. His answer was "I don't know why; I must have blacked out." The General Foreman told the grievant to come in so they could discuss this problem because his job was on the line. The General Foreman told the grievant "You're off without permission and no pay." The grievant said "I'm not ready to talk to anyone today, maybe on Monday." The General Foreman told the grievant that he would schedule a meeting on Monday, July 24, 1989, at 8:00 a.m., and that unless he had other information not yet known, his job would be terminated.

The grievant's failure to call in on July 19 and continued absence following his Decision Making Leave were the reasons for his termination.

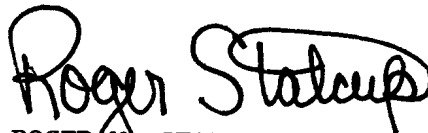
The grievant did not grieve any of the discipline leading to discharge.

Decision

The Pre-Review Committee is in agreement that the discharge was for just and sufficient cause. This case is considered closed and such closure should be so noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee