



REVIEW COMMITTEE

IBEW



MAR - 1 1990

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

**CASE CLOSED
LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
PO. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED FEB 12 1990

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Steam Generation Grievance No. GEO-24-557-89-63
P-RC 1414
Fact Finding Committee File No. 4630-89-225

February 8, 1990

BRETT KNIGHT, Company
Fact Finder

DOROTHY FORTIER, Union
Fact Finder

The above-referenced case is being referred back to Fact Finding with a recommendation from the Pre-Review Committee that the case be closed without adjustment.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee

RRD:mc

cc: Mark Richards

MEMORANDUM OF DISPOSITION

JUN - 6 1990

**CASE CLOSED
LOGGED AND FILED**

P-RC 1414

FACT FINDING COMMITTEE CASE NO. 4630-89-225

STEAM GENERATION GRIEVANCE NO. GEO-24-557-89-63

RECEIVED MAY - 9 1990

SUBJECT:

This grievance concerns whether the Decision Making Leave for falsifying an expense account form was issued to the grievant, Steve Butler, for just cause.

DISCUSSION:

On December 6, 1989, the Fact Finding Committee comprised of Dorothy Fortier, Assistant Business Manager, Local 1245, IBEW; Bob Choate, Union Business Representative; Brett Knight, Sr. Labor Relations Representative and Mark Richards, Sr. Human Resources Representative met to discuss this case. Also present was Larry Pierce, Union Business Representative.

The Union argued that the record showed only that the grievant did not exercise appropriate care to insure his Expense Reimbursement Request form was error-free. They further argued the Company failed to prove beyond a reasonable doubt that the grievant deliberately intended to cheat the Company, therefore the DML was too severe. The Company maintained the evidence showed the grievant knowingly submitted a falsified expense account claiming reimbursement for a meal he did not consume. The Company questioned the grievant on three separate occasions concerning his reimbursement request prior to taking any action and on each occasion the grievant adamantly maintained his position. It was not until after the DML was issued that the grievant admitted that he did not eat the meal which he claimed.

DECISION:

This case was forwarded to the Pre-Review Committee for resolution and was returned on February 8, 1990 with the recommendation the case be closed without adjustment. Accordingly the Fact Finding Committee agreed to sustain the disciplinary action.

This case is considered closed.

Memorandum of Disposition
Fact Finding Committee Case No. 4630-89-225

Dorothy Fortier
Dorothy Fortier, for the Union

Concur/~~Dissent~~

3-29-90
Date

Bob Choate
Bob Choate, for the Union

Concur/~~Dissent~~

3/29/90
Date

Brett Knight
Brett Knight, for the Company

Concur/~~Dissent~~

3-9-90
Date

Mark Richards
Mark Richards, for the Company

Concur/~~Dissent~~

3-9-90
Date