



REVIEW COMMITTEE

7.1 -Just cause:
Written Reminder for
backing accident
mitigated down to
Oral Reminder.



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

FEB 28 1992

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

**CASE CLOSED
LOGGED AND FILED**

RECEIVED FEB 20 1992

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

ENCON Grievance No. 3-2206-91-31
P-RC 1540

February 11, 1992

KEN LEWIS, Company Member
ENCON
Joint Grievance Committee

BARRY HUMPHREY, Union Member
ENCON
Joint Grievance Committee

Subject of the Grievance:

A Working Foreman A in Gas T&D was issued a Written Reminder for a backing accident.

Facts of the Case:

The grievant is a 28 year employee in ENCON's Gas T&D Department with an unblemished record. The grievant had an avoidable backing accident. The grievant had made a right turn, then stopped, then backed up striking a third party vehicle causing approximately \$700.00 in damages. There was also another employee in the truck with the grievant.

Discussion and Disposition:


The Company argued that the grievant violated a safe work practice, and that the department has always treated backing accidents as very serious offenses.

The Union argued that the Written Reminder was too severe for the first time an employee has an accident and the Company was making an example of this employee.

The Committee agreed that discipline was appropriate for the employee but given the circumstances in this case (the long service, good performance, unblemished record) the discipline is reduced to an Oral Reminder.

This case is closed as per the above adjustment.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee