



REVIEW COMMITTEE

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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
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WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

CASE CLOSED
FILED & LOGGED

SEP - 8 1994

RICK R. DOERING, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Pittsburg Power Plant Grievance No. PPP-93-9
Pre-Review Committee File No. 1745

Grievance Issue: Grievant was issued a DML for leaving a loaded gun under his pillow at the San Ramon Learning Center.

Facts of the Case: The grievant has four and one half years of service and no prior discipline. The grievant was attending a class at the San Ramon Learning Center and had assigned lodging at Learning Center.

During the grievant's stay at the Learning Center a loaded gun was discovered by a housekeeper who was servicing the grievant's room. The grievant was aware of the company policy prohibiting firearms on company property. The grievant had a weapons permit.

Discussion:

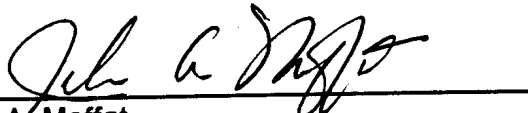
The Union feels that the level of discipline issued to the grievant was too severe and should be reduced to a Written Reminder. The Union opined that a DML would have been the appropriate level of discipline had the grievant concealed the loaded weapon on his person while attending training. However, the fact that the grievant did not take the weapon with him to training class or brandish the weapon in any way should mitigate the level of discipline. Additionally, the grievant did not intend to violate Company policy by bringing his weapon on Company property; the grievant did not believe the Learning Center to be PG&E property.

The Company opined that a DML is the appropriate level of discipline for violating company policy by bringing a firearm on company property. Grievant not only brought a weapon on company property, but abandoned possession and control, and concealed his loaded firearm under his bed pillow in the lodging room. This hidden, loaded weapon was accidentally found by an unsuspecting Mariott personnel and could have caused injury or death. The company feels that the grievant was well-aware of company policy prohibiting firearms including SP 735.6-1 as well as the Learning Center Rules of Conduct. Further, because the grievant indicated that he always brings guns to hotels,

thinks of the Learning Center as a hotel, the company opines that the grievant intentionally brought his gun to the Learning Center (which is marked at every entrance as PG&E property). In the current business climate, the company and union cannot afford to treat a violation of this severity with any less than a DML.

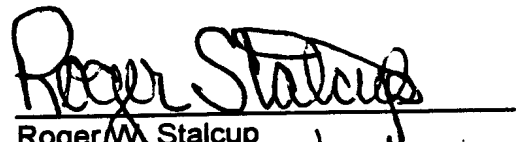
Dispositions: The DML has expired and the issue is moot.

Case is closed.



John A. Moffat
Chairman, Review
Committee

9/6/94



Roger W. Stalcup
Secretary, Review
Committee

8/31/94