



REVIEW COMMITTEE

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PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, ROOM 1508
MAIL CODE P15B
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-8510

CASE CLOSED
FILED & LOGGED

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

MARGARET A. SHORT, CHAIRMAN

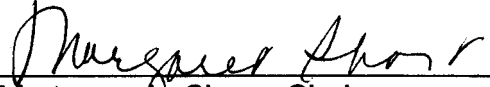
San Jose Division Grievance No. SJO-97-04
Fact Finding No. 6592-97-113
Pre-Review Committee No. 2134

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

KATHY RICHARDS
Company Member
Local Investigating Committee

KATHY MAAS
Union Member
Local Investigating Committee

The Pre-Review Committee agrees to close this case without adjustment and without prejudice as the grievant resigned effective 12/22/97.



Margaret A. Short, Chairman
Review Committee

1/23/98

Date



Roger W. Stalcup, Secretary
Review Committee

1/23/98

Date

REFERRAL TO PRE-REVIEW COMMITTEE
FACT FINDING CASE NO. 6592-97-123
SAN JOSE DIVISION GRIEVANCE NO. SJO-97-04

PRC#

2134

GRIEVANCE ISSUE:

This grievance issue concerns a Decision Making Leave issued to a System Operator.

POSITION OF THE PARTIES:

The Union opines that the discipline meted out to the grievant was too severe. The grievant is a long service employee (19 years) and has no other active discipline. The Union argued that for other similar violations, the highest level of discipline meted out was a Written Reminder and it is inappropriate to give the grievant a more severe level of discipline.

The Company contends the grievant's actions were so serious that the DML was warranted. In addition, the facts of other cases do not match this case. In this case, the grievant failed to perform his duties as a System Operator and committed five serious infractions during his shift. The welfare and safety of other employees and the public depend on the System Operator. By willfully and intentionally disregarding his duties, the switching center was left vulnerable and the welfare and safety of other employees and the public were at risk. The company cannot tolerate such a dereliction of duty.

This case is referred to the Pre-Review Committee for resolution.

FOR THE UNION:

Kenneth L. Ball
KEN BALL

12-2-97
DATE

FOR THE COMPANY:

Kathy Price
KATHY PRICE

11-20-97
DATE