



REVIEW COMMITTEE



IBEW

PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

RECEIVED JUN 11 1998

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

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Los Padres Division Grievance No. SLO-97-16
Fact Finding File No. 6669-98-044
Pre-Review Committee Case No. 2150

MARGARET PERRYMAN
Company Member
Local Investigating Committee

MIKE HAENTJENS
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave given to an employee for carrying an ineligible dependent on his medical plan in excess of 10 years. The grievant agreed to reimburse the Company for premium equivalents.

Facts of the Case

The grievant divorced in 1986. In October of 1997 he contacted the Benefits department to request his personal identification number (PIN). During a verification of personal information, it was discovered that the grievant had his ex-wife on the medical plan. The grievant alleged that he notified the Human Resources Department in 1986 to remove his ex-wife from the plan.

Decision

The Committee agreed that the grievant was negligent in not removing his ex-wife from the plan, especially given the fact that he had received numerous Company mailings over the years that listed her on the plan. The Committee agreed that given the considerable length of time that the grievant had an ineligible dependent on the plan the DML was appropriate.

On that basis, this grievance is considered closed.

Margaret A. Short, Chairman
Review Committee

6/10/98
Date

Roger W. Stalcup, Secretary
Review Committee

6-10-98
Date