



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4282

RECEIVED by LU 1245
AUGUST 31, 2000

**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
(925) 933-6060
BOB CHOATE, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Pre-Review Committee No. 11534

Deidre Walke
Company Member
Local Investigating Committee

Arlene Edwards
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a long service Service Representative, Sacramento Call Center, for a no call-no show.

Facts of the Case

The grievant was on an active DML issued three months prior to the termination. The DML resulted from the grievant entering his own account on several occasions and granting himself credit extensions and for making an inappropriate change to a Credit Collections C-note on the account of a co-worker. The grievant did not file a grievance.

Following the DML, the grievant was significantly late to work on three occasions. After the last occasion he was coached and counseled for all three tardies. He was also coached and counseled on that day in the Work Performance category for an error in scheduling two gas leaks for a future date. The day following the coaching and counseling sessions the grievant was a no call-no show for which he was terminated.

The grievant informed the LIC he had a long standing drug and alcohol problem. Prior to termination, the grievant had been advised of the availability of EAP several times. The supervisor even scheduled an appointment with EAP for the grievant. He met with EAP but did not share with the counselor his drug and alcohol habits.

Post termination, the grievant successfully completed a 14-Day intensive out patient chemical dependency program. This was to be followed by continued meetings and therapy.

Discussion

The Union passionately argued that this was a long service employee who was good with customers and was well-liked by co-workers as well as Supervisors, who is deserving of a second chance since he was addressing his substance abuse problems.

Company responded that consideration to such mitigating factors as long service was given when the DML was issued. That is clearly spelled out in the DML letter. Following the DML, any one of the late arrivals to work could have led to his termination but his supervisor tried to work with him by coaching and counseling. But to not call-in the very next day left Company with very little choice but to terminate.

As to the substance problems, there is ample evidence in the file that the grievant's problems were of long standing and that more than one supervisor and several co-workers tried to convince him to get help. As is sometimes the case, employees don't take appropriate action until their job is lost.

Company considered Union's several requests to give the grievant one more chance but declined as it is Company's responsibility to administer discipline fairly and consistently. The grievant had been warned that his actions could lead to his discharge and he left the Company no other choice.

Decision

The PRC is in agreement that there was just and sufficient cause for termination. This case is considered closed.



Margaret A. Short, Chairman
Review Committee

8/30/00

Date



Bob Choate, Secretary
Review Committee

8/30/00

Date