



REVIEW COMMITTEE

IBEW



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

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

RECEIVED by LU 1245
SEPT. 14, 2001

**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
SALIM A. TAMIMI, SECRETARY

**Pre-Review Committee No. 12282
OM&C
Peninsula – GC Gas – San Carlos**

Ginny Ramsey
Company Member
Local Investigating Committee

Landis Marttila
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a DML given a Fieldperson for leaving the job site without permission; failing to report for prearranged overtime; and failure to follow the proper call-in procedure.

Facts of the Case

Grievant was hired October 8, 1996. On Friday, November 10, 2000 she was working with a crew in Half Moon Bay. She was told to proceed to the Redwood City yard, wait for the rest of the crew and help them unload the truck. She stated she arrived at the Redwood City yard at approximately 11:30 a.m.; the rest of the crew didn't arrive until approximately 1:00 or 1:15. They'd already had lunch. Grievant had not brought lunch and so did not have any while she waited for the crew. After helping them unload, she told one of the crew members, not the Crew Leader who was available in the truck, that she was going to Mervyn's due to a "female accident" and would also get some lunch. She took a Company vehicle on these personal errands. Grievant later returned to her headquarters, the San Carlos yard, where she was reprimanded for leaving the job site without permission and for being unavailable for one hour and 15 minutes.

She was then asked to work overtime on that Saturday and Sunday for another supervisor. On the following Monday, her supervisor was informed that she was a no-call; no-show on Saturday. According to the grievant, she was at the hospital all night Friday night with a bladder infection; didn't have the other supervisor's phone number; called the Call Center; her boyfriend was able to get connected to her supervisor's voice mail but didn't leave a message; finally her boyfriend left a message for a previous supervisor through the Call Center. Grievant did submit verification of medical treatment for November 10, 2000 and the former supervisor did receive the voice message regarding her Saturday absence, however, he was not aware of whom to notify.

The grievant has an extensive active disciplinary record, covering all categories but mostly attendance. The following was active at the time of the DML:

9/28/00 Coaching and counseling for an auto accident - work performance
8/11/00 Coaching and counseling for unavailability - overslept - attendance
7/14/00 Written Reminder - late, flat tire on San Mateo Bridge
6/13/00 Oral Reminder - excessive absences, tardiness, call-in procedure.

Following the DML, on December 15, 2000 the grievant was coached and counseled for misconduct. The grievant attempted to print personal checks using company printer and paper causing a disruption for 1 ½ hours.

Shortly after this incident, the grievant bid to Apprentice Electrician in the Fresno area.

Decision

Based on the grievant's extensive record the PRC is in agreement that the DML was for just and sufficient cause. This case is closed without adjustment.

Margaret A. Short
Margaret A. Short, Chairman
Review Committee

9/11/01
Date

Sam A. Tamimi
Sam Tamimi, Secretary
Review Committee

9-13-01
Date