



REVIEW COMMITTEE



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

RECEIVED by LU 1245
JAN. 06, 2003
**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

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Pre-Review Committee No. 13395
OM&C – North Coast - Substation Maintenance
McMaude Service Center

Mary Cogan
Company Member
Local Investigating Committee

Larry Pierce
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns two Written Reminders given the grievant on March 14, 2002; one was in the attendance category and the other in conduct.

Facts of the Case

The grievant is a long-service Electrician who had an active Oral Reminder in the conduct category prior to the discipline that is at issue in this case. The conduct WR was given for inappropriate and insubordinate behavior toward his supervisor.

The Written Reminder in the attendance was for continued tardiness. For several months, the grievant was allowed to arrive up to 30 minutes late due to childcare arrangements. However, even after being told that he would need to make other arrangements and get to work at the regular start time, the grievant continued to be late.

Discussion

At lower steps of the grievance procedure, there was a dispute as to whether the OR was ever given to the grievant and whether Company could escalate to a WR since the OR would have been deactivated prior to the issuance of the WR but after the date of the incident. At PRC, the parties agreed that the OR was given and was still active at the time of the incident leading to the WR and therefore, should not be deactivated until the WR is.

Decision

The PRC agreed to the offer of settlement made by Company at Fact Finding. The PRC agrees to reduce the WR in attendance to an OR; the WR in conduct is upheld as it was issued for just and sufficient cause.

Margaret A. Short, Chairman
Review Committee

Sam Tamimi, Secretary
Review Committee

12/23/02

Date

12-23-02

Date