

7.1: *OR AND WR, respectively, in work performance (entering multiple units into FAS) issued to a GSR were for just and sufficient cause.*



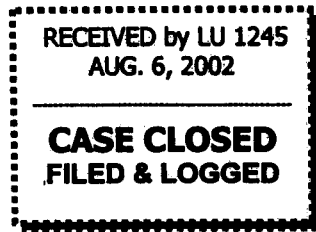
## REVIEW COMMITTEE



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



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. 13397  
Pre-Review Committee No. 13458

Carol Quinney  
Company Member  
Local Investigating Committee

Landis Marttila  
Union Member  
Local Investigating Committee

### Subject of the Grievance

P-RC 13397 and P-RC 13458 concern an oral reminder and a written reminder, respectively, in work performance issued to a Gas Service Representative (GSR) with 18 years of service, six of which he has worked as a GSR .

### Facts of the Case

Grievant received the oral reminder on 3/22/02 after he took two hours and 37 minutes and indicated "CGI" (Can't Get In) on one job, and for improper procedure for entering multiple units into FAS. When the supervisor arrived at the worksite on the day in question, Grievant was not there, and the supervisor was unable to reach him by cell phone. Grievant claims he had gone to get something to eat. Prior to the oral reminder incidents, Grievant had two Coaching/Counselings (C&C) and several discussions with his supervisor about similar types of work performance issues as those outlined in the oral reminder. On 11/27/01, for example, he was given a C&C for indicating "CGI" on jobs where there was clearly access.

Approximately three weeks after the oral reminder was issued Grievant was on an overtime assignment where he took three hours to complete two jobs in which he indicated "CGI", he failed to complete any additional work given to him by Dispatch while he was waiting for an inspection on one job, and he deviated from standard practice on an improper disconnection of a hazard. On the latter incident, Grievant failed to inform the on-call supervisor he was deviating from standard practice, and did not produce the required hazard note until the day of the LIC.

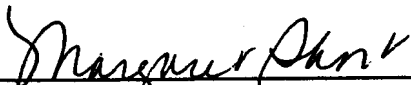
Discussion

The Committee acknowledged the ongoing issues between the Grievant's workgroup and management. Union members contend that part of the problem stems from a history of miscommunication, and a reluctance on the part of management to reduce work rules to writing. Union members argue that Grievant isn't the only one who is confused about the policy for entering multiple units into FAS.

Company members opine that the problems in the workgroup do not excuse a pattern of poor work performance by an individual. The record shows that the supervisor has repeatedly communicated the work procedure rules to Grievant and his workgroup. Company members believe that the policy for entering multiple units into FAS, in particular, is very simple and would be difficult for even a layperson to misinterpret.

Decision

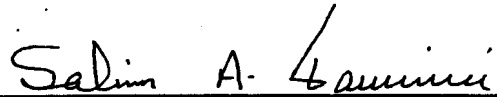
The Pre-Review Committee agreed that the oral reminder and written reminder were for just and sufficient cause. This case is closed without adjustment.



Margaret A. Short, Chairman  
Review Committee

8/6/02

Date



Sam Tamimi, Secretary  
Review Committee

8-6-02

Date