

**PG&E****FOR INTRA-COMPANY USES**

DIVISION OR  
DEPARTMENT  
FILE NO.  
RE LETTER OF  
SUBJECT

INDUSTRIAL RELATIONS

741.5

Review Committee File Nos. 1075-71-27, 1076-71-28 and  
1077-71-29

East Bay Division Grievance Nos. LIC 1-71-5, 1-71-6 and 1-71-7  
Two-Day Disciplinary Layoffs; Gas Servicemen

May 20, 1975

MR. C. E. ALTMAN, Chairman  
East Bay Division  
Joint Grievance Committee

The above-subject grievances have been discussed by the Review Committee and are being returned to the Division for settlement in accordance with the following:

Although the Company and Union members of the Review Committee are not in agreement as to all of the statements and alleged events involved in these cases, the Committee is in agreement that the grievants' refusal to extend their shifts on the day in question was improper and disciplinary action was in order. However, there appears to be some uncertainty as to the obligations of the employees at that time, and as a result of this disciplinary action, the grievants' conduct subsequent to this problem has indicated that the misunderstandings have been resolved and no further incidents of this nature have occurred. With that being the case, the Review Committee is of the opinion that disciplinary action imposed upon the grievants, while possibly equitable at the time, should be reduced to a one-day disciplinary layoff and a letter of reprimand.

When a settlement is reached by the Joint Grievance Committee, the Review Committee should be sent a copy of the final disposition.

  
L. V. BROWN, Chairman  
Review Committee

DJBergman:rto

cc: WDSkinner  
IWBonbright  
JAFairchild  
PMatthew  
Personnel Managers  
LNFoss, IBEW