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DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
 FILE NO. 741.5
 RE LETTER OF
 SUBJECT Review Committee File No. 1163-72-40
 San Jose Division Grievance No. D.Gr/C 8-71-51

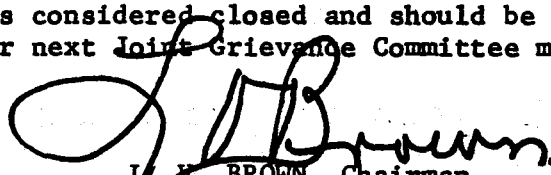
June 30, 1975

MR. F. L. NETTELL, Chairman
 San Jose Division
 Joint Grievance Committee

The above-subject grievance has been discussed by the Review Committee and is being returned to the Division for settlement in accordance with the following:

The record established that the grievant called in to work at approximately 8:30 a.m., December 7, 1971, to report that he would be late due to a power outage which caused him to oversleep. The grievant was told that inasmuch as the crew assignments had been made, his services were not needed for that day, which resulted in the grievant losing 7½ hours pay: The grievant had a tardiness problem prior to this incident and had been issued a letter of reprimand. The basic question is whether the District's policy and actions were reasonable in view of the circumstances surrounding the facts in this case. In this case, the Review Committee is of the opinion that the District policy is not arbitrary and does take into account the personal circumstances of the employees. In view of the grievant's past record, the Review Committee agrees that the District's actions were proper and the grievance is closed without adjustment.

This case is considered closed and should be so noted in the minutes of your next Joint Grievance Committee meeting.


 I. V. BROWN, Chairman
 Review Committee

DJBergman:pmh
 cc: VHLind
 IWBonbright
 AMKezer
 LNFoss, IBEW

RT