

**PG and E**

**FOR INTRA - COMPANY USES**

DIVISION OR DEPARTMENT    **INDUSTRIAL RELATIONS**  
 FILE NO.                    **741.5**  
 RE LETTER OF  
 SUBJECT                    **Review Committee File No. 1294**  
                                  **East Bay Division Grievance No. D.Gr/C 1-73-4**  
                                  **Disciplinary Layoff of Three Fieldmen, Oakland**

102

August 23, 1973

**MR. W. FUNABIKI, Chairman**  
**East Bay Division**  
**Joint Grievance Committee**

The Review Committee has discussed the above subject grievance and is returning it to the Division Joint Grievance Committee for settlement in accordance with the following:

The record indicates that the grievants not only violated the Division coffee policy but refused to go to work when asked by their supervisor. The Review Committee cannot find any mitigating circumstances that would justify a reduction of penalty. Therefore, the disciplinary layoffs were for proper cause.

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

*L. V. Brown*

L. V. BROWN, Chairman  
 Review Committee

DJBergman:tma

cc: WDSkinner	SCGrubb
IWBonbright	DLKennady
JAFairchild	WKSnyder
HJStefanetti	Division Personnel Managers
HGCooke	LN Foss, IBEW ✓