

REVIEW COMMITTEE

PG and E

IBEW

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee File No. 1428-77-15
East Bay Division Grievance No. 1-322-77-99

Subject of the Grievance

The case concerns a three-day disciplinary layoff of a Troubleman, Electric T&D, Walnut Creek, for disregard of his General Foreman's instructions.

Facts of the Case

The General Foreman, via the Foreman's Clerk, left instructions for the grievant to unload personal tools and equipment from his service truck shortly after starting his shift on July 7, 1977. The grievant, after receiving the instructions from the Foreman's Clerk, decided not to follow the General Foreman's instructions, and on his own, called the Concord garage and made other arrangements. The General Foreman, upon his return, realized what had happened and confronted the grievant. This meeting culminated in the three-day disciplinary layoff of the Troubleman for insubordination.

The Review Committee, in discussing this grievance, gave consideration to the fact that the grievant was not given a direct order and possibly misunderstood the intent in the instructions relayed by the Foreman's Clerk. The Committee is of the opinion that the grievant's insubordination was not clear-cut. This incident, standing by itself, is not necessarily just cause for a three-day disciplinary layoff. However, in reviewing the grievant's work record and considering the prior one-day disciplinary layoff for similar insubordination in 1977, the Committee cannot excuse the grievant's failure to follow his General Foreman's instructions.

Decision

Considering these facts, it is the decision of the Review Committee that the three-day disciplinary layoff be reduced to a two-day disciplinary layoff, and the confirming letter dated July 14, 1977, be rewritten reflecting this change. Further, this Committee believes that the grievant has been put on sufficient clear notice that future conduct of this kind may affect his continued employment.

This case is considered closed on the basis of the foregoing and the adjustments provided herein, and the closure so noted by the Local Investigating Committee.

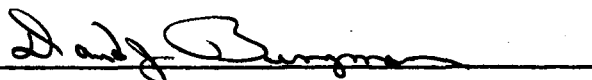
FOR COMPANY:

F. C. Buchholz
J. A. Fairchild
D. J. Bergman

FOR UNION:

G. W. Abrahamson
W. H. Burr
L. N. Foss

By



By



Date

4-21-78

Date

4-21-78