

# REVIEW COMMITTEE

**PG and E**

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

**IBEW**



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 File No. 1437-78-4  
San Francisco Division Grievance No. 2-246-77-124  
Reimbursement For Stolen Tools, Lineman

April 12, 1978

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

MR. G. D. LAWSON, Company Member  
San Francisco Division  
Local Investigating Committee

MR. F. A. QUADROS, Union Member  
San Francisco Division  
Local Investigating Committee

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

The area of dispute is the intent of Subsection 107.3(b) of the Physical Labor Agreement as to whether or not the grievant, a Lineman, San Francisco, is entitled to reimbursement for the theft of a climbing hook and pad. There is no disagreement that the grievant lost his personal tools as a result of a theft by an unknown party from a Company vehicle. Further, there was a small amount of Company property stolen. The key question in this case and others is whether the negotiating parties intended to reimburse employees for minor thefts. To that end, the Review Committee agrees that Subsection 107.3(b), in part, was intended to protect the Company against "mysterious disappearances" of employee's personal tools, and in cases where this is not a factor, the employees would be reimbursed for the loss of their personal tools if theft were proven.

The Review Committee is not in a position to formulate a precise rule to handle every situation, however, the Committee recommends that a system-wide clarification be developed establishing a guideline to resolve future occurrences. In the case at hand, the Review Committee agrees that the grievant is entitled to the correction asked for.

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.

D. J. BERGMAN, Chairman  
Review Committee

L. N. FOSS, Secretary  
Review Committee

DJB:rto

cc: HMMcKinley  
IWBonbright  
LVBrown  
Personnel Managers

**PG&E**

**FOR INTRA-COMPANY USES**

DIVISION OR DEPARTMENT    SAN FRANCISCO  
 PERSONNEL  
 FILE NO.                    116 x 741.5  
 RE LETTER OF  
 SUBJECT                    Reimbursement for Personal Property  
                                  565-72-4535  
                                  Carvel O. Williams  
                                  Lineman, San Francisco  
                                  Review Committee File No. 1437-78-4

*J.F. Gr. #2-246-77-12* -124

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April 21, 1978

MR. A. W. DEFOE:

On November 7, 1977, a theft occurred and a substantial number of company tools as well as personal tools were stolen from a locker on a company truck parked at a job site. As a result of this theft, subject employee's (Carvel O. Williams) climbing hook and pad, valued at \$33.28, were stolen. Mr. Williams purchase receipt (copy attached) substantiated the loss.

Subsequently, Union filed a grievance on behalf of Mr. Williams asking that the Company reimburse him for the loss of his personal tools. The grievance was referred to the Fact Finding Committee -- then to the Review Committee. The Review Committee's decision (copy attached) is that Mr. Williams is entitled to reimbursement for the personal tools lost as a result of the theft.

It is requested that your department prepare a check for \$33.28 payable to Mr. Williams, C/O Electric Department, 2225 Folsom Street, San Francisco.

E. V. LATHROP  
BY:

GDLawson(1741):mab  
 cc EVLathrop  
 JKinder  
 KHWhalen  
 IWBonbright  
 - GDLawson

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