

REVIEW COMMITTEE

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PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee File No. 1447-78-14
Fact Finding Committee No. 867-78-160
Coast Valleys Division Grievance No. 18-182-78-32

Facts of the Case

The issue concerns the discharge of a Line Subforeman in King City for violation of Company policies and procedures.

Discussion

The grievant had a history of being hard on Company equipment; however, abuse was never proven. The grievant had also been accused of making lewd comments and gestures to fellow workers, and while the evidence indicated this was so, it was not demonstrated to be of the magnitude first suspected. The Review Committee is of the opinion that the grievant had not been acting properly in his capacity as Subforeman, but the incidents in sum do not justify his discharge.

Decision

In view of the foregoing, the grievant is to be reinstated immediately, subject to the following conditions:

1. Placement in the King City headquarters as a Lineman, without bidding or temporary upgrade consideration to Line Subforeman, for one year from May 5, 1978. If performance is otherwise satisfactory, he will be given Section 206.9 rights back to his former classification after one year.
2. Back-pay to May 5, 1978, the date reinstatement was offered by Company members of the Division Local Investigating Committee. Such back-pay will be reduced by the amount of grievant's outside earnings during this period and further reduced by the amount necessary for grievant to reinstate himself in Company's retirement plan. Such back-pay will be granted when grievant provides satisfactory evidence of the amount of his outside earnings.

On the above basis, this case is considered closed.

FOR COMPANY:

F. C. Buchholz
J. B. Stoutamore
D. J. Bergman

FOR UNION:

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

By *D. J. Bergman*

By *L. N. Foss*

Date 10-20-78

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