

REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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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
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-600-79-89
Review Committee File No. 1503-80-29

Statement of the Case

The grievant alleges that his suspension and subsequent discharge were not for just cause.

Discussion

The grievant's discharge founds on an alleged misuse of a Company credit card. The facts are undisputed that the grievant used the credit card for his own personal reasons. Some two weeks later, he contacted a Division garage clerk at Stockton and discussed repaying the amount he had charged on the card.


The grievant is a short service employee. From the facts contained in the records submitted to the Review Committee, a few of which are recited above, there is no question but that he knowingly converted the credit card to his own use. While his later discussions might be argued to offset the severe penalty of discharge, the Review Committee is not of the opinion that is the situation here.

Decision

In light of the employee's short service and the conversion of Company's property to his own use, the Review Committee is not in a position to mitigate the discipline. The case is closed without adjustment.

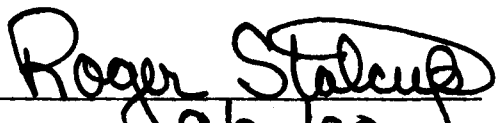
FOR COMPANY:

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

By 
Date _____

FOR UNION:

R. W. Stalcup

By 
Date 8/20/80