

REVIEW COMMITTEE



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

CASE CLOSED
LOGGED AND FILED

NOV 1 3 1980

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 Nos. 3-726-80-11 and
3-727-80-12
Review Committee File No. 1512-80-38

October 22, 1980

Statement of the Case

The grievance concerns letters of reprimand issued to the grievant and his subsequent discharge. The grievant was employed in the General Construction Line Department as a Painter. He was discharged January 15, 1980.

Discussion

While the record submitted to the Review Committee evidences that the Department's actions focus on the last five months of the grievant's employment, it was noted by the Committee that, during the first two years of employment he had been counselled on nine occasions relating to attendance, performance, and safety rule violations. During the last five months of employment, the grievant had received six letters of reprimand, which resulted in a two-day disciplinary layoff in the month preceding his discharge and an additional five-day disciplinary layoff a week prior to the discharge. The reprimands and disciplines involved the grievant's failure to follow safety rules, tardiness and absenteeism, and poor quality of work.

Based on the cumulative record, it is the opinion of the Committee that the grievant did not respond to progressive discipline and as such it is expected that little would be gained by continuing his employment.

Decision

For the foregoing reasons, the grievance is denied and the case closed without adjustment.

FOR THE COMPANY:

- L. C. Beanland
- F. C. Buchholz
- J. B. Stoutamore
- D. J. Bergman

FOR THE UNION:

- G. W. Abrahamson
- W. H. Burr
- P. Pelucca
- R. W. Stalcup

By 

Date 10-23-80

By 

Date 10/23/80