

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

CASE CLOSED
LOGGED AND FILED

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

RECEIVED SEP 11 1985

REVIEW COMMITTEE DECISION

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Francisco Division Grievance No. 2-980-84-80
 Review Committee File No. 1613-85-6

Subject of the Grievance

The grievant, a Night Cable Splicer in San Francisco, was informed some time subsequent to March 30, 1984 that he would be precluded from temporary upgrade or permanent appointment to the Cableman classification.

Facts of the Cases

The grievant was employed on July 1, 1961 in General Construction. Effective October 19, 1971, he became a Night Cable Splicer in San Francisco. His disciplinary history is as follows:

January 11, 1977	Letter of reprimand - being out of assigned area; entering Company facility for personal reasons without authorization; unavailability.
December 22, 1979	Letter of reprimand - entering a Company enclosure without authorization.
July 29, 1980	Letter of reprimand - tardiness.
June 11, 1982	Letter of reprimand - failure to follow safe work procedure (non-switching error).
November 8, 1982	Letter of reprimand - unavailability.

The Company's answer to the grievance stated that the reason for the preclusion from upgrade was:

"Grievant is not qualified to perform the duties of the Cableman position as described in the negotiated job definition. Company's basis for the evaluation of the employee's qualifications is the grievant's performance in an academic training and testing program designed to qualify electric department personnel in the area of switching operations."

The grievant attended the Switchman Training Course March 26-30, 1984. He first bid the Cableman classification in San Francisco on January 30, 1984.

Item 10 of the Joint Statement of Facts indicates the grievant was bypassed on a Cableman vacancy (No. 02:0077) awarded April 13, 1984.

Discussion

The Committee noted that the grievant had not previously been disciplined for switching errors or any on-going performance related problems. In reviewing the Switchman Training Evaluation Form, it was noted that the majority of questions which the grievant failed pertained to substation switching operations. This type of work is outside the scope of the Cable Splicer and Cableman classifications.

The Switchman Training Courses are not negotiated classes and, therefore, in other discussions, the parties have agreed that failure of one of these Division classes standing alone would not be reason to affect an employee's status or preclude promotion.

Decision

The Committee agreed that the grievant's record in conjunction with failure of the school did not establish just and sufficient cause for precluding upgrades.

Because this grievance is of a continuing nature, the grievant is to be compensated for any upgrades to which he was entitled beginning 30 days prior to the filing of the grievance until the present, less any time he was unavailable.

No adjustment is to be made on the bypass to Cableman vacancy number 02:0077, inasmuch as the grievance was filed more than 30 days after the job award.

The Committee further agreed that additional "hands-on, equipment-based training" will be provided and when deemed appropriate by his supervisor, a qualified observer will work with the grievant.

The case is closed on the basis of the foregoing.

FOR COMPANY:

N. L. Bryan
F. C. Buchholz
R. C. Taylor
D. J. Bergman

By 

Date 9-4-85

FOR UNION:

P. Nickeson
F. Pedersen
A. Watson
R. W. Stalcup

By 

Date 9/5/85

1015-85-8

RECEIVED AUG 1 1985

AUG 1 1985

PACIFIC GAS AND ELECTRIC COMPANY
MISSION TRAIL REGIONAL GRIEVANCE NO. 8-924-84-38
FACT FINDING COMMITTEE NO. 3125-84-221

CASE CLOSED
LOGGED AND FILED

MEMORANDUM OF DISPOSITION

SUBJECT OF THE GRIEVANCE:

"The grievant received a one day suspension without just or sufficient cause."

CORRECTION ASKED FOR BY THE UNION:

"That the Company pay the grievant all monies and benefits lost due to the Company's action."

DISCUSSION:

The Review Committee returned this case to the Fact Finding Committee for settlement. The Fact Finding Committee, comprised of Rick Doering, Industrial Relations Representative; Laura Sellheim, Labor Relations Representative; Ken Ball, Union Business Representative; and Bill Twohey, Union Business Representative, met on June 13, 1985.


DECISION:

During the review of this case, additional information was provided which made it apparent that the grievant's involvement in the auto accident was unavoidable. Based on this information, the Fact Finding Committee determined that the need for disciplinary action had been negated. Therefore, the Committee agreed to the correction asked for by the Union.

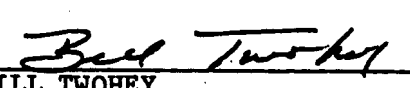
Based on the above, this case is considered settled and closed.

FOR THE COMPANY:


FOR THE UNION:




LAURA A. SELLHEIM
LABOR RELATIONS REPRESENTATIVE
(CONCUR/DISSENT)
6-24-85
DATE



BILL TWOHEY
UNION BUSINESS REPRESENTATIVE
(CONCUR/DISSENT)
6/26/85
DATE



RICK DOERING
INDUSTRIAL RELATIONS REPRESENTATIVE
(CONCUR/DISSENT)
7/1/85
DATE



KENNETH BALL
UNION BUSINESS REPRESENTATIVE
(CONCUR/DISSENT)
7-23-85
DATE