

**PG and E****FOR INTRA - COMPANY USES**

DIVISION OR  
DEPARTMENT  
FILE NO.  
RE LETTER OF  
SUBJECT

INDUSTRIAL RELATIONS  
741.5

San Francisco Division Grievance No. L.I.C. 2-74-25  
Discharge of S. A. Wooten, Gas Serviceman  
P-RC 79

**RECEIVED**

AUG 27 1974

LOCAL 1245, I. B. E. W

August 23, 1974

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 reviewed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned to the Local Investigating Committee for further investigation. Before the Review Committee will accept the grievance, the following information is needed:

1. The record indicates that the only issue remaining in the case is whether the grievant should be paid as a Gas Helper for the period of June 24, 1974 to the date of reinstatement on July 12, 1974. Before this determination can be made, the Review Committee will need the reasons as to why the grievant was reinstated as a Gas Helper on July 12, 1974; otherwise what justification did the Local Investigating Committee consider in regard to the reinstatement?

2. When the grievant was discharged, was his physical status in question as to whether he could perform the work of either a Gas Serviceman or Gas Helper, or was he discharged solely on the basis of not possessing a valid California Driver's License?

3. When the grievant was discharged, was it possible for him to be placed into another classification in accordance with Section 206.15 of the Agreement?

After the investigation is completed, the Committee should again attempt to resolve the grievance. If not, the case should be returned to the Review Committee, accompanied by a joint report of your findings.



L. V. BROWN, Chairman  
Review Committee

DJBergman:rto

cc: JHBlack  
IWBonbright  
JAFairchild  
PMatthew  
JKinder  
LNFoss, IBEW

PACIFIC GAS AND ELECTRIC COMPANY  
SAN FRANCISCO DIVISION  
LOCAL INVESTIGATING COMMITTEE FILE NO. 2-74-25  
UNION'S GRIEVANCE NO. 2-74-41

SUBJECT OF GRIEVANCE:

The case involves the discharge of Steven A. Wooten, Gas Serviceman, on June 21, 1974.


FACTS OF THE CASE:

This case was referred to the Pre-Review Committee on July 23, 1974. The Pre-Review Committee referred it back to the Local Investigating Committee instructing it to again attempt to resolve the grievance. The grievant was re-instated to employment as a Gas Serviceman on July 12, 1974. Therefore, the only issue remaining in the case is whether the grievant should be paid as a Gas Helper for the period of June 24, 1974 to the date of reinstatement on July 12, 1974.

STATEMENT AND SETTLEMENT:

Based on all the evidence surrounding this case, it is the decision of the Committee that the grievant should have been demoted to Helper on June 24, 1974 under the provisions of Section 206.15 of the Labor Agreement rather than being discharged. Therefore, this grievance is settled on the basis that the grievant will receive pay as a Gas Helper for the period of June 24, 1974 to the date of reinstatement on July 12, 1974.

CASE CLOSED

  
FRANK A. QUADROS, Union Member  
Local Investigating Committee

Date: 10-22-74

  
GLENN D. LAWSON, Company Member  
Local Investigating Committee

Date: October 22, 1974

Distribution:

(1) Division Manager  
(1) Department Head  
(1) Chairman, Joint Griev. Comm.

(1) Division Personnel Mgr.  
(1) Mgr. Industrial Relations  
(5) L.I.C. Members