

PG and E

FOR INTRA — COMPANY USES

**DIVISION OR
DEPARTMENT**

INDUSTRIAL RELATIONS

FILE NO.

741.5

RE LETTER OF

SUBJECT

**Sacramento Division Grievance No. LIC 6-74-2
One Day Disciplinary Layoff for G. E. Johnson
P-RC 117**

RECEIVED

DEC 27 1974

L.U. 1245 I.B.E.W.

**MR. C. F. POTEET, Company Member
Sacramento Division
Local Investigating Committee**

**MR. A. SANDOVAL, Union Member
Sacramento Division
Local Investigating Committee**

Confirming our discussion of Friday, December 6, 1974, the Pre-Review Committee requests the following information relative to the above-subject grievance:

1. The grievant indicated in his testimony that in his opinion he was not in violation of any safety procedure inasmuch as he complied with the known practice in Sacramento District relative to grounding on the job in question. Is this true?
2. How are the T&D bulletins distributed or communicated to the Electric Department employees in Sacramento District?
3. Please provide a detailed sketch of the job in question indicating where the employees were working at the time of the alleged safety infractions.

When the investigation is completed, the Local Investigating Committee should attempt to resolve the case. If not, the case should then be returned to the Review Committee accompanied by a report of your joint findings.



**L. V. BROWN, Chairman
Review Committee**

DJBergman:rto

**cc: SEHowatt
IWBonbright
RHTaylor
✓ LNFoss, IBEW**

LOCAL INVESTIGATING COMMITTEE
MEMORANDUM OF DISPOSITION

PRE 117
RECEIVED

MAR 12 1975

L.U. 1245 I.B.E.W.

LOCAL INVESTIGATING COMMITTEE FILE NO. 6-74-2
SACRAMENTO DIVISION GRIEVANCE NO. 6-74-4

SUBJECT OF GRIEVANCE

Mr. Gary Johnson, Lineman, Sacramento District, Sacramento, was upgraded to temporary Line Sub-Foreman in charge of a three-man crew on March 19, 1974. In the process of performing a job he failed to comply with Transmission and Distribution Bulletins Nos. 7-13, 8-3, and Accident Prevention Rule No. 410. As a result he was given one day off without pay as disciplinary action. The Union submitted a grievance in his behalf dated April 11, 1974 requesting the letter be removed from Mr. Johnson's file and he be restored all pay and benefits due him on the day in question.

DISCUSSION

Attached hereto and made a part hereof is the report of the Local Investigating Committee in this case.

The case could not be settled at local level and was referred to the Review Committee. The Review Committee subsequently requested additional information regarding the facts and also requested that the Local Investigating Committee attempt to resolve the case.

Through further efforts by the Committee the case was settled.

In reviewing the evidence before the Local Investigating Committee the major area of dispute concerned; 1) what the normal practice was in Sacramento District relative to grounding on the job in question; 2) whether or not the Wilson Gin was mounted in a position that violated a safety rule.

A meeting was held on January 8, 1975 with all Line Sub-Foremen in Sacramento District. All concurred that Mr. Johnson did not follow the known safety procedure for grounding on the job in question.

DECISION

Having reconsidered the evidence from the facts and discussions of this case, the Local Investigating Committee agrees that the Company was justified in giving the grievant one day off without pay. Furthermore, the Committee agreed to revise the disciplinary letter given to Mr. Johnson dated April 8, 1974, to delete all wording in paragraph two pertaining to the Wilson Gin. This case is considered closed.

Albert Sandoval

UNION MEMBER

Local Investigating Committee

DATE March 7, 1975

Carl J. Poteet

COMPANY MEMBER

Local Investigating Committee

DATE March 7, 1975