

REVIEW COMMITTEE

PG and E

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

IBEW 

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
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

San Joaquin Division Grievance No. 25-53-76-53
P-RC 283
Disciplinary Layoffs of Line Subforeman and T&D Driver

February 28, 1977

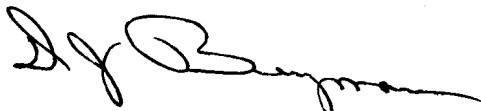
MR. R. J. STEELE, Company Member
San Joaquin Division
Local Investigating Committee

MR. V. D. LOVEALL, Union Member
San Joaquin Division
Local Investigating Committee

The above-subject grievance has been discussed 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 settlement in accordance with the following:

The case concerns the one-day disciplinary layoff of a T&D Driver and a two-day disciplinary layoff of a Line Subforeman for their failure to properly follow safety regulations while operating a Company vehicle. Even though the T&D Driver was operating the vehicle unsafely, the failure on the part of the Line Subforeman in allowing the incident to continue when he was aware of the mechanical malfunction of the vehicle was irresponsible. The Pre-Review Committee is in agreement that the grievants' actions were improper and disciplinary action is in order. However, in view of the Line Subforeman's past service and the sequence of events surrounding the occurrence, the Pre-Review Committee is of the opinion that the Division's last offer of settlement is equitable, reducing the two-day disciplinary layoff of the Line Subforeman to a one-day disciplinary layoff.

When a settlement is reached by the Local Investigating Committee, the Review Committee should be sent a copy of the final disposition.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: GNRadford
IWBonbright
LVBrown
Personnel Managers

SAN JOAQUIN DIVISION
LOCAL INVESTIGATING COMMITTEE NO. 25-53-76-53
(DIVISION GRIEVANCE NO. 25-53-76-53)

MEMORANDUM OF DISPOSITION

San Joaquin Division Grievance 25-53-76-53 was referred to the Fact Finding Committee on 11-15-76. The Fact Finding Committee, in turn, referred the grievance to the Review Committee on 12-14-76.

The case was returned to the Local Investigating Committee by the Pre-Review Committee, to be settled in accordance with the following:

The case concerns the one-day disciplinary layoff of a T&D Driver and a two-day disciplinary layoff of a Line Subforeman for their failure to properly follow safety regulations while operating a vehicle. It is agreed that the grievants' actions were improper and disciplinary action is in order. However, in view of the Line Subforeman's past service record without recorded safety infractions, the two-day disciplinary layoff of the Line Subforeman will be reduced to a one-day disciplinary layoff. This action is in accordance with the District's initial recommendation.

This case is closed.

FOR UNION:

FOR COMPANY:

Vernon D. Loveall 2-2-77
Vernon D. Loveall (Date)
Business Representative
Local 1245, IBEW, AFL-CIO

J. W. Rippee 2-2-77
J. W. Rippee (Date)
General Foreman

M. L. DeRoza 2-2-77
M. L. DeRoza (Date)
Shop Steward

R. G. Steele 2-2-77
R. G. Steele (Date)
Personnel Assistant