

REVIEW COMMITTEE

PG and E

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L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance Nos. 3-130-77-1,
3-191-77-62 and 3-181-77-52
P-RC 325, ~~326~~ and 328
Disciplinary Layoff of Lineman; Discontinuance of
Coffee Breaks at The Geysers; and Alleged Bypass
of a Lineman

January 10, 1978

MR. C. GORDON SPARROWE, Chairman
General Construction
Joint Grievance Committee

The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned to the Joint Grievance Committee for further information and discussion.

Grievance Nos. 3-130-77-1 and 3-181-77-52 (P-RC 325 and 328)

The Joint Statement of Facts indicates that the Joint Grievance Committee resolved all but one issue in Grievance No. 3-130-77-1. The remaining issue is also the subject of Grievance No. 3-181-77-52, and the Pre-Review Committee is in agreement that the incident of November 4, 1976, standing by itself, is not just cause for denial of temporary upgrades or promotion.

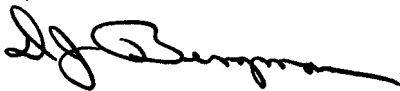
Grievance No. 3-191-77-62 (P-RC 326)

The Joint Statement of Facts does not indicate when the coffee breaks were started nor does the Committee address itself to the issue of the Station Construction Department's policy and consistency of application throughout the system. The Pre-Review Committee is of the opinion that the Joint Grievance Committee should determine the Department's policy and verify how the Geysers' policy was started, by whom, and whether or not it was authorized or acquiesced by the Manager of Station Construction. If the policy is otherwise consistent throughout the Department and the Geysers' policy unauthorized, the Joint Grievance Committee

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should resolve the issue on the basis that a contractual violation, pursuant to Title 107 of the Labor Agreement, did not occur. However, the Department should make every effort to insure that the policy is administered consistently throughout the system.

Once the Joint Grievance Committee has completed the investigations, the Committee should again attempt to resolve the grievances. If not, the cases should be returned to the Review Committee for settlement accompanied by a written agreed-to report of the Committee's findings.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: CHSedam
IWBonbright
LVBrown
HGCooke