

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
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IBEW



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-294-77-165
P-RC 337
Discharge of Garageman

May 8, 1978

MR. J. CATES, Company Member
General Construction
Local Investigating Committee

MR. R. STALCUP, Union Member
General Construction
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, pursuant to Section I B(2) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

The case concerns the discharge of a Garageman, General Construction, Service Center, Oakland, for excessive absenteeism. The grievant was absent without permission on September 19, 20, 21 and 22, 1977, for personal business. The grievant had been warned and disciplined on numerous occasions for continuing absenteeism and also advised by letter of July 5, 1977, that he would not be granted additional leaves of absence for the remainder of 1977 except for emergencies, and any personal time-off must be granted in advance and approved by his foreman.

The Joint Statement of Facts indicates that the grievant, on Saturday, September 17, 1977, attempted to obtain permission to be off for personal business the following week in order to drive a church bus to Baltimore, Maryland, and notwithstanding the fact that authorization was neither granted nor rejected, he absented himself from the job and did not return to work until September 23, 1977.

In view of the above, the letters of reprimand, and disciplinary time-off for absenteeism, dated July 30, 1976, January 26, 1977, and July 5, 1977, considered together with the fact that the reason for the grievant's absence on September 19, 20, 21 and 22, 1977, was the same for a leave of absence, which was granted, from August 9, 1977, to August 23, 1977, with the understanding that future leave of absences would not be granted for this reason, the Pre-Review Committee agrees that the discharge of the grievant was for just and proper cause. This case is considered closed on the basis of the foregoing and the closure should be so noted by the Local Investigating Committee.

D. J. BERGMAN, Chairman
Review Committee

L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: CHSedam
IWBonbright
LVBrown
Personnel Managers