

REVIEW COMMITTEE

PG and E



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

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

RECEIVED JUN - 2 1978

D.J. BERGMAN, CHAIRMAN

P-RC 364
Fact Finding Committee No. 701-77-298
East Bay Division Grievance No. 1-342-77-119
Disciplinary Action, Cable Splicer

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

June 1, 1978

MR. P. E. PETTIGREW, Company Member
East Bay Division
Local Investigating Committee

MR. J. E. McCAULEY, Union Member
East Bay 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, 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 a one-day disciplinary layoff of a Cable Splicer, Hayward, East Bay Division, for violation of the Division's coffee policy. The Joint Statement of Facts indicates that the coffee policy has been in effect for a number of years, and the grievant was well aware of the policy, having been disciplined for a violation in the past. The area of disagreement at the Local Investigating Committee level was the severity of punishment with the parties in agreement that a violation of the policy had occurred.

The grievant is alleging that despite the fact he was given a specific work assignment, including special instructions, for the day, it has been a practice to allow Cable Splicers to leave the assigned job site for the purpose of performing other work. He is further alleging that his presence in the coffee shop with other employees was totally unplanned. The facts, on the other hand, support the contention that the grievant had prearranged a meeting at the coffee shop with other employees prior to leaving the headquarters that morning. Therefore, the Pre-Review Committee is of the opinion that the disciplinary action was proper and the case closed without adjustment.

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: GFClifton, Jr.
IWBonbright
LVBrown
Personnel Managers

PG-1E

FOR INTRA - COMPANY USES

INDUSTRIAL RELATIONS

DIVISION OR DEPARTMENT EAST BAY - PERSONNEL
FILE NO. 741.5
RE LETTER OF SUBJECT P-RC 364

AUG 2 1978

IWB PEP RLS
LVB PNL RTO
DJB MMC JAC

Fact Finding Committee No. 701-77-298
East Bay Division Grievance No. 1-342-77-119
Disciplinary Action, Cable Splicer

RECEIVED AUG 8 1978

July 19, 1978

MESSRS. D. J. BERGMAN, Chairman
Review Committee

L. N. FOSS, Secretary
Review Committee

The Local Investigating Committee has reviewed and noted your letter of June 1, 1978, Pre-Review Committee Case No. 364, and considers the case closed.

John J. Suberth for Henry House Concur/Dissent 7-24-78
H. J. HOUSE Date
Union Member

James E. McCauley Concur/Dissent 7/31/78
J. E. McCAULEY Date
Union Member

Alan E. Drew Concur/Dissent 7-24-78
A. E. DREW Date
Company Member

P. E. Pettigrew Concur/Dissent 7-19-78
P. E. PETTIGREW Date
Company Member