

REVIEW COMMITTEE

PG and E

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

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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. 25-149-78-13
P-RC 371
Reinstatement of Sick Leave, Materialsman

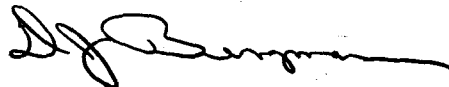
October 17, 1978

MR. A. O. CLARK, Chairman
San Joaquin Division
Joint Grievance 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 Joint Grievance Committee for settlement in accordance with the following:

The grievance concerns the sick leave of the grievant, a Materialsman, on January 31, 1978, and February 2, 1978. On both days, the regular Materials Leadman (1085) was off on sick leave, which required an upgrade of a Materialsman. The grievant, the senior qualified bidder on the shift, was asked to take the upgrade and responded by claiming that he was not feeling well, and after a discussion, was told to either perform the work or go home on sick leave. Essentially, the same situation developed on February 2. The grievant called in on Thursday, February 2, 1978, indicating that he was still sick from the flu but would work as a Materialsman and, at that time, was told to stay home. In reviewing the case, the Pre-Review Committee agrees with the Division's position that although operating conditions may necessitate such, it is disadvantageous to all parties to upgrade an employee against his wishes. The Division further states that it is their practice to avoid such situations by training other employees; although there will be occasions when the supervisor has no choice but to force an upgrade. As to the issue of the grievant being off on sick leave, it appears that he was sick, and the payment of sick leave was proper. Further, the record indicates that the grievant is a qualified prebidder and has been upgraded to the vacancy in question.

This case is considered closed on the basis of the foregoing, and the closure should be so noted in the minutes of your next Joint Grievance Committee meeting.



D. J. BERGMAN, Chairman
Review Committee



L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: GNRadford
IWBonbright
LVBrown
Personnel Managers