

# REVIEW COMMITTEE

## PG and E

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

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

North Bay Division Grievance No. 4-531-78-94  
Fact Finding Committee No. 1004-78-297  
P-RC 427  
Suspension and Discharge, Light Crew Foreman

## 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

January 30, 1979

MR. R. T. BUFKIN, Company Member  
North Bay Division  
Local Investigating Committee

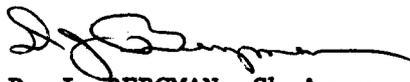
MS. DOROTHY FORTIER, Union Member  
North Bay Division  
Local Investigating Committee

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:

This case involves the discharge of a Light Crew Foreman for alleged physical confrontation with a third party on August 7, 1978. The facts of this case indicate the following sequence of events: The Light Crew Foreman, driving a Company vehicle, was stopped behind a third party vehicle at a traffic light. When the traffic light changed to green, the third party vehicle did not move right away, and the grievant blew the horn of the crew truck. At this point, the testimony, although uncertain, indicates that the driver of the third party vehicle made an obscene gesture towards the grievant, and then drove off. The grievant followed the third party vehicle up onto the freeway and, testimony indicates, followed closely behind to the point where the third party driver flashed his brake lights a couple of times in an effort to get the grievant to widen the distance between the vehicles. The vehicles then proceeded off the freeway, and while stopped at a stop light, the grievant began shouting at the driver of the third party vehicle. According to the third party, it was at that point that he made an obscene gesture to the grievant, and the grievant got out of his vehicle, walked around and opened the car door and assaulted the third party with his fist, this latter act being witnessed by another third party who was parked behind the vehicle where this incident took place.

After a careful review of all of the facts in this case, the Committee concludes that the discharge of the grievant was for just and sufficient 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

PEPettigrew(1123):rto

cc: RADraeger  
IWBonbright  
LVBrown  
Personnel Managers