


RECEIVED AUG 27 1979

REVIEW COMMITTEE

**CASE CLOSED
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IBEW** 

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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-687-79-43
Fact Finding Committee No. 1162-79-103
P-RC 454
Discharge of Apprentice Lineman

August 24, 1979

MR. T. C. PHEBUS, Company Member
East Bay Division
Local Investigating Committee

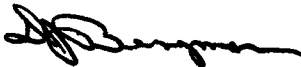
MR. V. STAMPS, Union Member
East Bay Division
Local Investigating Committee

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:

This grievance concerns the discharge of an Apprentice Lineman for excessive absenteeism, and resulting unavailability for work. The Committee notes that over the grievant's 7½ year employment history that he has received six separate letters of reprimand including disciplinary time-off on two occasions. Four of these letters contained conditions precedent of discharge relative to his attendance problem.

Based on the factors surrounding the final incident, which lead to his termination, and the previous conditions precedent, with particular reference to the letter of February 9, 1979, the Committee believes that the discharge 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: GFClifton, Jr.
IWBonbright
LVBrown
FCBuchholz
JBStoutamore
RHCunningham
Personnel Managers