

102.8 P
208.12 P
212.1 P

REVIEW COMMITTEE

PG and E

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

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
M.A. MEDEROS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Sacramento Division Grievance No. 6-70-78-22
Fact Finding Committee No. 1127-79-68
P-RC 455
Disciplinary Action, Reserve Gas Serviceman

March 28, 1980

MR. A. L. HIROSHIMA, Company Member
Sacramento Division
Local Investigating Committee


MR. A. E. SANDOVAL, Union Member
Sacramento 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 Pre-Review Committee letter of August 24, 1979, with respect to this case requested additional information from the Local Investigating Committee and such was received on November 19, 1979. The information forwarded to this Committee by the Local Investigating Committee, in response to the questions asked in our letter of August 24, 1979, is essentially that other Servicemen who have refused to work in the past were advised that their actions could result in disciplinary action and following that, then reported for work. As a result, no disciplinary action was necessary in the past for refusal to report for emergency work. As to the question of the Division's use of Reserve Gas Servicemen and Gas Servicemen on shift and overtime assignments, Reserve Gas Servicemen, when upgraded to Servicemen, are assigned to any shift, and in fact, the Reserve Gas Servicemen and the Servicemen sign the overtime list together. This practice has been in effect in Sacramento Division for the past 4-1/2 years.

On the basis of the evidence presented in this case and other similar cases in which employees have refused to respond to orders requiring that they report for emergency overtime, the Committee agrees that the disciplinary action taken was appropriate.

This case is considered closed on the basis of the foregoing, and the closure should be so noted by the Local Investigating Committee, without prejudice.


D. J. BERGMAN, Chairman
Review Committee


M. A. MEDEROS, Secretary
Review Committee

PEPettigrew(1123):kls

cc: SEHowatt
IWBonbright
LVBrown

FCBuchholz
RHCunningham
JBStoutamore
Personnel Managers