

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) 933-8060
L.N. FOSS, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Stockton Division Grievance No. 16-79-79-3
Fact Finding Committee No. 1138-79-79
P-RC 463
Disciplinary Letter, Gas Service Operator

1-9-80

MR. D. G. COLLINS, Company Member
Stockton Division
Local Investigating Committee


MR. G. V. HALL, Union Member
Stockton 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:

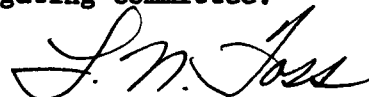
This case involves the written reprimand of a Gas Service Operator in Stockton Division and the filling of his work period due to his absence from shift. At approximately 2:30 AM, the grievant phoned his supervisor and informed him that he had been arrested by the police on a drunk driving charge and was uncertain whether he would be released from custody in time to report for work which began at 9:00 AM that morning. At approximately 7:00 AM, the grievant called again stating that he would be at work prior to 11:00, but by that time the supervisor had made arrangements to have the shift filled by another employee. The question facing the Pre-Review Committee is whether the Company's action in filling the grievant's work period and issuing him a written reprimand was appropriate.

After considerable discussion, the Committee agreed that the supervisor was correct in filling the grievant's work shift. The Committee further reviewed the grievant's work history which included a previous disciplinary letter for drinking on the job. The Committee agreed to settle this grievance on the basis that the disciplinary letter of December 27, 1978, would be rewritten to reflect the Company's concern that alcohol may again become a problem to this employee. Such letter is to contain the condition precedent that the employee is admonished to watch this in the future, and if it again becomes a problem, more severe disciplinary action will be in order. Further, the letter should contain an offer of the Employee Assistance Program for the grievant.

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: CRMartin
IWBonbright
LVBrown

FCBuchholz
JBStoutamore
RHCunningham
Personnel Managers