

# REVIEW COMMITTEE



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  
M.A. MEDEROS, SECRETARY

**CASE CLOSED  
LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-850-79-206  
P-RC 532  
Fact Finding Committee No. 1427-79-368  
Disciplinary Layoff, SVecellio

June 23, 1980

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

MR. J. E. MC CAULEY, 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 IB(2) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

The grievance issue in this case concerns a disciplinary letter and one day off without pay as disciplinary action received by a Gas Serviceman for alleged unacceptable quality of work and irresponsible conduct.

The disciplinary action taken, in this case, was confirmed in a letter dated September 17, 1979. The letter refers to the grievant's work quality and notes a previous disciplinary letter received by the grievant dated March 1, 1979. In addition, the current letter notes two instances of what appears to be poor judgement. In one case, the grievant had forgotten to take his pager with him in the field; and in addition, failed to notify the office of his inability to keep several morning committments. In the other instance, the Serviceman, well aware of a meeting he was to attend in the Manager's office, began a job shortly before the time for the meeting. As a result, he failed to attend the meeting in a timely manner.

The Committee, noting the condition precedent in the March 1, 1979 letter in which the grievant was warned to improve his work quality or face more serious disciplinary action when coupled with the instance mentioned in the grievant's current letter, concludes that the disciplinary action taken was appropriate.

On this basis, this case is considered closed, and the closure should be so noted by the Local Investigating Committee.

D. J. BERGMAN, Chairman  
Review Committee

M. A. MEDEROS, Secretary  
Review Committee

PEPettigrew:ml

cc: GFClifton, Jr.	IWBonbright	RHCunningham	JBStoutamore	Division Personnel Managers
MEBadella	LVBrown	NRFarley	WKSnyder	
LCBeanland	FCBuchholz	CAMiller	CPTaylor	