

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

Shasta Division Grievance No. 13-123-80-7
P-RC 537
Ten Day Suspension of Meter Reader

November 4, 1980

MR. E. M. CONWAY, Company Member
Shasta Division
Local Investigating Committee

MR. R. M. HAFNER, Union Member
Shasta Division
Local Investigating Committee

NOV 13 1980

CASE CLOSED
LOGGED AND FILED

The above-subject grievance has been discussed with the Pre-Review Committee prior to its docketing on the Review Committee and is being returned, pursuant to Step 5A(i) of the Review Committee procedure to the Local Investigating Committee for settlement in accordance with the following:

This grievance concerns the 10-day disciplinary layoff of a Meter Reader in Shasta Division for alleged improper conduct.

The Meter Reader in this case was reading a route that was unfamiliar to him. Upon reading the electric meter at one residence, the grievant walked to the other side of the house to look for the gas meter. The case indicates that the Meter Reader did not find the gas meter but feeling an urge to relieve himself and noting that there were no windows on that side of the house, he proceeded to urinate. The customer noting that the Meter Reader was going to the side of the house, away from the gas meter location, walked out of the house with the intent of helping the grievant find the meter. Upon going to the side of the house, she discovered the Meter Reader answering the call of nature. The customer related that the Meter Reader was facing her in full view. No words were spoken, and she immediately turned around and went back into the house. The incident was subsequently reported to the local manager, and as a result the grievant was given 10 days off without pay as a disciplinary action.

There is an indication in this case that this Meter Reader had been involved in previous incidents involving complaints from customers regarding the grievant's lack of respect for the public relations aspect of his position. However, there is no indication that the grievant was ever disciplined for these incidents; and the record is devoid of any formal documentation. The grievant had received a letter dated February 15, 1980 regarding his use of sick leave.

In reviewing the facts of this case, the Committee notes that the grievant was approximately one mile from a gas station whose facilities he could have used; and had he proceeded along his prescribed route, he would have arrived there within 20 minutes. Further, the Committee notes that the grievant had a pickup truck available. In any event, the grievant stated that he could have waited, but it didn't matter because he did not anticipate getting caught. Based on that, the Committee concludes that the grievant did exercise poor judgement and is deserving of disciplinary action. After

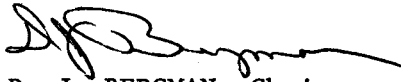
IBEW 


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
R.W. STALCUP, SECRETARY

November 4, 1980

considerable discussion and review, the Committee concludes that five days off without pay would be an appropriate penalty rather than the ten days off which he received. Therefore, the grievant is to be reimbursed for five of his ten-day disciplinary layoff.

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


R. W. STALCUP, Secretary
Review Committee

PEPettigrew(1123):ml

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