

REVIEW COMMITTEE

PG and E

IBEW 

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

CASE CLOSED JAN 8 1981
LOGGED AND FILED

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94598
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

DECISION General Construction Grievance Nos. 3-731-80-16,
 LETTER DECISION 3-836-80-121, and 3-782-80-67/3-786-80-71
 PRE-REVIEW REFERRAL P-RC Nos. 551, 596, and 597

January 7, 1981

MR. R. S. BAIN, Chairman
General Construction
Joint Grievance Committee

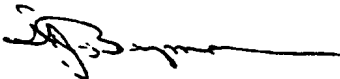
The above-subject grievances have been discussed by the Pre-Review Committee prior to their docketing on the agenda of the Review Committee and are being returned, pursuant to Step Five A(i) and (ii) of the Review Committee procedure, to the Joint Grievance Committee for settlement in accordance with the following:

P-RC 551 (3-731-80-16) - The grievants, employees of the Gas Construction Department, Fresno area, were sent home from work on January 9, 1980 because of inclement weather. They were off for eight working days but were paid for four hours on January 9, 10 and 14, pursuant to Section 303.2 of the Agreement. The grievants are alleging that there was work available for them during this period of time and are requesting that they be paid for the days that were not allowed to work. At the outset, the Pre-Review Committee is in agreement that the Foreman exercised his contractual right when he closed down the job due to inclement weather. However, the Joint Statement of Facts indicates that there was some work available and apparently an area had been secured that would allow for them to complete some of the work during inclement conditions. With that being the case, the Pre-Review Committee is of the opinion that, as a matter of equity, the grievants will be paid for an additional twelve hours of straight time as if they had worked full days on January 9, 10 and 14, 1980.

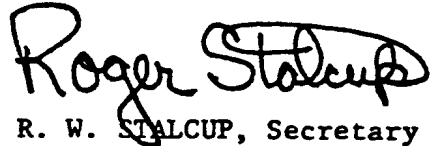
P-RC 596 (3-836-80-121) - The issue in dispute concerns the discharge of a Partsman, headquartered at the Oakland GC Service Center. The grievant was discharged on July 24, 1980 for his conduct off the job on July 20, 1980 at the home of a fellow employee. The Joint Statement of Facts indicates that the grievant was hired on April 17, 1979, and in November of 1979 was disciplined for drinking alcohol on the job and creating a disturbance involving other employees. As a result of that incident, the grievant was granted a medical leave of absence in order for him to participate in an alcoholic rehabilitation program. The incident of July 20, 1980 indicates, by the grievant's own admission, that he was under the influence of alcohol and did make threatening remarks about other employees at the Oakland Service Center. Therefore, it is the opinion of the Pre-Review Committee that in view of the grievant's short service with the Company and his continuing problems with alcohol which resulted in violent behavior, that the discharge was for just and proper cause.

P-RC 597 (3-782-80-67/3-786-80-71) - The case concerns the suspension and subsequent discharge of a Hydro/Substation Mechanic at Diablo Canyon Power Plant. The grievant was hired October 23, 1979 as a Hydro/Substation Mechanic. He was discharged on April 15, 1980 for his unauthorized use of a Company vehicle and leaving the work site without permission for personal reasons. The Joint Statement of Facts indicates that the grievant had been disciplined on several occasions. As to the incident of April 15, 1980, which resulted in the discharge, his explanation of the incident strongly indicates that he did not have permission to use the Company vehicle or leave the job site; and in view of his past record which leaves a doubt as to the grievant's credibility, the Pre-Review Committees are of the opinion that the discharge was for just cause.

These cases are considered closed on the basis of the foregoing and adjustments provided herein, and the closure should be noted in the Minutes of your next Joint Grievance Committee meeting.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

DJB:ml

cc: GSBates
MEBadella
LCBeanland
IWBonbright
LVBrown
FCBuchholz
JACates/DKLee
RHCunningham
NRFarley
CAMiller
JBStoutamore
WKSnyder
CPTaylor
Division Personnel Managers