

REVIEW COMMITTEE

PG and E

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

CASE CLOSED NOV 12 1980

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RECEIVED OCT 20 1980

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

D.J. BERGMAN, CHAIRMAN

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

General Construction Grievance No. 3-653-79-142
Pre-Review Committee No. 561
Letter of Reprimand

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

Statement of Facts

The grievance concerns a letter of reprimand to an Equipment Mechanic concerning his failure to bring appropriate workshoes when reporting for work and incorrectly completing his time card.

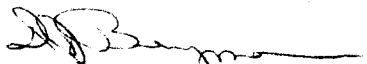
Discussion

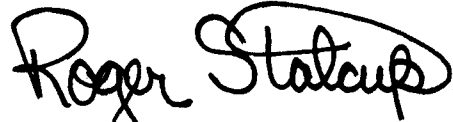
In the course of the discussion in the General Construction Joint Grievance Committee the Company offered to rescind the reprimand letter and issue instead a memorandum of file concerning a counseling session held with the employee relative to the above.

Without regard to either the merit of the letter of reprimand or the counseling memorandum and discussion the Review Committee notes that in the time following submission of the grievance the grievant has not repeated either offense. For this reason we assume that the counseling session had its desired effect and in this case believe that the letter of reprimand as well as the memorandum of December 3, 1979 should be removed from his personnel file.

Decision

The Department will expunge all reference to the incident of October 2 from the grievant's personnel records.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

LVBrown(1165):ldb

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