

# REVIEW COMMITTEE



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

**CASE CLOSED JUN 2 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 94596  
(415) 933-6060  
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED JUN - 2 1981

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Jose Division Grievance No. 8-489-80-76  
P-RC 608  
Bypassed for Vacancy in Garage Subforeman Classification

June 1, 1981

MR. L. A. WEST, Company Member  
San Jose Division  
Local Investigating Committee

MR. R. L. THOMSON, Union Member  
San Jose 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 Step Five A(i) of the Review Committee procedure to the Local Investigating Committee for settlement in accordance with the following:

The grievant, an Equipment Mechanic, has over twenty-five years with the Company. His career spanned various positions in the Garage Department, ultimately taking him to an exempt Garage Foreman position in September of 1974. The grievant remained as a Garage Foreman until December 21, 1979 when he voluntarily demoted himself to an Equipment Mechanic at the Edenvale Garage.


The Company had based its bypass action on numerous documents contained in the file which were compiled during the time the grievant was an exempt Foreman. The documents consisted of letters to the grievant, letters or memos to file, exit interviews of employees who had worked under his supervision and were leaving the Company for various reasons, and other documents consisting of letters from various garage employees to the Transportation Superintendent and supervisors. The documentation, in part, deals with some noted performance discrepancies, but for the better part, describes the grievant's substantial problems in his interpersonal relationships. There are numerous examples of the grievant's apparent inability to control his temper and on more than one occasion has allegedly threatened physical action against employees under his supervision. It is significant to note in the grievant's own testimony wherein he states that he stepped down voluntarily from the Garage Foreman position because he had no other choice. He further stated that either he voluntarily demote himself or that he would quit. While there is no explanation by the grievant of the reasons behind his statements to the Local Investigating Committee, it is apparent from those remarks and the reading of the record that the grievant recognized that his performance as a Garage Foreman was not in tune with his supervisor's expectations.

The Committee further notes in the record that the grievant's performance as an Equipment Mechanic since the date of his voluntary demotion has otherwise been unremarkable. In fact the record indicates that the grievant had been offered opportunities for temporary upgrade to Subforeman on the night shift but had turned them down because they were not for the whole shift, but rather part of the shift. In reviewing the exhibits attached to the statement of facts, the Committee recognizes that much of the evidence contained therein is uncorroborated by independent testimony and, therefore, must give corresponding, appropriate weight to such evidence.

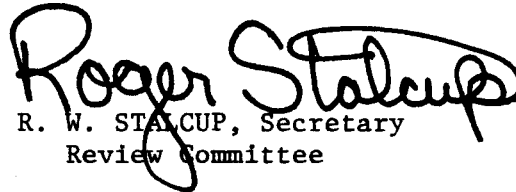
June 1, 1981

In evaluating all of the evidence contained in this case, the Committee concludes that the bypass of grievant for the Garage Subforeman vacancy was inappropriate; however, giving credit to the numerous indications in this case that the grievant has experienced substantial difficulties in a lead position, the Committee agrees to settle this case on the basis that the grievant be awarded the Garage Subforeman position effective May 26, 1981, with no retroactive adjustment.

This case is considered closed on the basis of the foregoing and the adjustment provided herein, 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: VHLind  
MEBadella  
LCBeanland  
LBlandford  
IWBonbright  
LVBrown  
FCBuchholz  
RHCunningham  
NRFarley  
CAMiller  
JBStoutamore  
WKSnyder  
CPTaylor  
RCTaylor  
Division Personnel Managers