

REVIEW COMMITTEE**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY
 245 MARKET STREET, ROOM 444
 SAN FRANCISCO, CALIFORNIA 94108
 (415) 781-4211, EXTENSION 1125

CASE CLOSED AUG 31 1981
LOGGED AND FILED

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 Nos. 3-917-81-21 & 3-932-81-36
 P-RC 664

August 27, 1981

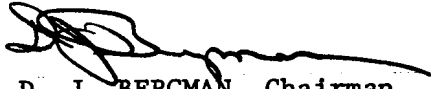
MR. R. S. BAIN, Chairman
 General Construction
 Joint Grievance Committee

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) of the grievance procedure, to the Joint Grievance Committee for settlement in accordance with the following:

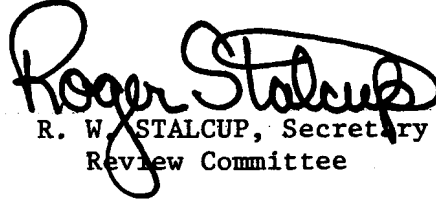
This case concerns a letter of reprimand for unavailability for work and a subsequent 10-day disciplinary layoff for failure of the grievant to report to work. The grievant is a Steel Assembly Groundman in the Line Construction - Tower Department. The grievant was employed in 1976 and has been involved in numerous disciplinary actions primarily concerning his excessive absenteeism and failure to report to work. In October of 1980, the grievant was reinstated on the payroll after a layoff for absenteeism and was written a disciplinary letter on January 26, 1981 for continuing excessive absenteeism. In reviewing the disciplinary letter submitted to the Review Committee, the Pre-Review Committee is of the opinion that there are factual errors contained in the letter, and the grievant should not be held accountable for those days off the payroll when the entire crew requested and was granted the time off. However, the Committee agrees that the grievant's pattern of absenteeism is again questionable and may reach the point of unavailability for work. That being the case, the Pre-Review Committee is of the opinion that a letter is justified although certain changes should be made emphasizing the fact that the grievant is being put on notice that, if his record does not improve, he will have made himself unavailable for work and, further, personal business which requires time off the job will be looked at differently and may not be granted. The attached letter will be substituted for the January 26, 1981 letter.

A disciplinary layoff as a result of the incidents of March 2 and 3 appears to be justified in view of the fact that he was aware that he must call in and make arrangements if he is going to be off the payroll for some reason, especially when the supervisor had instructed him to report for work. However, the disciplinary action in view of the January 1981 letter and the circumstances surrounding the March incident does not justify a 10-day disciplinary layoff, and the Pre-Review Committee is in agreement that the discipline should be reduced to a 5-day disciplinary layoff and the letter of March 9, 1981 amended to reflect this change.

This case is considered closed on the basis of the foregoing and the adjustments provided herein, and the closure so 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
MEBennett
IWBonbright
LVBrown
FCBuchholz
RHCunningham
NRFarley
DKLee
DOKabayashi
JBStoutamore
WKSnyder
LSilton
CPTaylor
CEWelte
Division Personnel Managers