

**REVIEW COMMITTEE****IBEW** **PG and E**

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

**CASE CLOSED** APR 8 1982  
**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

**RECEIVED APR - 7 1982**

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-947-81-51  
 P-RC 681

April 5, 1982

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

Statement of the Grievance

This case concerns the discharge of a General Construction Electrician on April 10, 1981 who was found, during work hours, sleeping on top of a switch gear cabinet at the Geysers generating facility.

Discussion

The record submitted to the Pre-Review Committee is voluminous, including extensive warnings, reprimands and disciplinary time off for tardiness, absenteeism and job performance. The grievant was hired on April 2, 1973. He was issued written reprimands on three occasions during 1975, the last of which included a one-day disciplinary layoff. Over the next 2½ years the record is clear of disciplinary action.

Between August 28, 1979 and January 5, 1981, the grievant received 6 formal reprimand letters, most of which addressed a continuing pattern of absenteeism and tardiness, for which he was given a 2 day disciplinary layoff on October 17 and 18, 1979 and a 3 day disciplinary layoff on January 6, 7 and 8, 1981. In addition, grievant was orally reprimanded on September 14, 1979 for sleeping on the job and was issued a written reprimand on March 31, 1980 for sleeping on the job. The March 31, 1980 reprimand included the following: "This reprimand is meant to impress upon you the severity of this act (of sleeping on the job). Future occurrences will lead to more severe disciplinary action up to and including dismissal." On the third occasion, the grievant was found to be sleeping on the job, on April 10, 1981, he was suspended. The suspension was subsequently converted to a discharge.

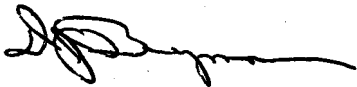
While testifying to the Local Investigating Committee, grievant stated that he believed there may be a medical problem which caused him to appear to be sleeping on April 10, 1981. The Local Investigating Committee requested that grievant provide

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any medical record which might have any bearing in the case. By letter dated September 21, 1981, the Permanente Medical Group informed the Local Investigating Committee that the grievant was seen on April 14, 1981 "with a history of having passed out for a period of ½ hour." His physical examination was normal. The grievant was advised to make an appointment for a more complete examination, but he did not follow up on this or return for care.

Decision

In the light of the grievant's prior recent disciplinary record, including progressive discipline, the Committee is not in a position to reinstate the grievant. Therefore, this case is settled without adjustment.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

LVBrown(1165):ml

cc: GSBates  
LCBeanland  
IWBonbright  
FCBuchholz  
GCampbell  
RHCunningham  
NRFarley  
DKLee  
DAOkabayashi  
TCPhebus  
WKSnyder  
JBStoutamore  
CPTaylor  
CEWelte  
Division Personnel Managers