

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 DEC 22 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 DEC 14 1981

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance Nos. 3-929-81-23 and
3-950-81-54
P-RC 685

December 11, 1981

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

Subject of the Grievance

The grievant in this case was a female employee of General Construction. At the time of her termination, she was employed as a Materials person.

At the times material herein, the grievant was subject to layoff or re-location attributable to a lack of work situation pursuant to Title 306 of the Physical Labor Agreement. That action was later converted to a resignation for failing to report for work under the provisions of Section 306.14.

Discussion

The record submitted to the Review Committee is voluminous. Much of the record is devoted to allegations of sexual harassment. Without detailing the record in its entirety, the Pre-Review Committee is of the opinion that the upshot of the complaint before the Pre-Review Committee concerns whether or not the grievant had a bonafide reason for rejecting the offer of February 2, 1981 for continued employment in the Chico area.

Taking into account all of the facts of this case, the Pre-Review Committee is of the opinion that it would be equitable to reoffer the grievant reinstatement to employment in General Construction at a place of employment commensurate with her current layoff status as though she had been continuously employed to the present date.

Decision

Since last discussing this case and on the recommendation of the Pre-Review Committee, the department offered the grievant proper reinstatement on November 9. She did not report as instructed. Therefore, this case is closed without adjustment; and her service is terminated.

D. J. BERGMAN, Chairman
Review Committee

R. W. STALCUP, Secretary
Review Committee

LVBrown(1165):ml

cc: GSBates
LCBeanland
IWBonbright
LVBrown

FCBuchholz
RHCunningham
NRFarley
DKLee

TMacWilliams
DOKabayashi
TCPhebus
WKSnyder

JBStoutamore
CPTaylor
CEWelte
Division Personnel Managers