

REVIEW COMMITTEE



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

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

North Bay Division Grievance No. 4-801-81-49
P-RC 712

February 18, 1982

MR. D. F. KOZEL, Company Member
North Bay Division
Local Investigating Committee

MR. E. K. JONES, Union Member
North Bay Division
Local Investigating Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to the docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case involves the discipline of a Lineman in North Bay Division for a driving accident in which the fiberglass bucket on his truck was broken due to contact with overhanging tree limbs. The grievant received a one-day disciplinary layoff without pay confirmed in a letter dated June 24, 1981.

The file notes that the grievant had been previously disciplined on April 22, 1980 and November 30, 1978 for other driving accidents in which the grievant had been involved. In reviewing the evidence in this case, the Committee concludes that the grievant did not make the correct judgment when he believed it safe to move his truck on a narrow, sloping, country dirt road. The truck slipped in the loose dirt and rocks while the grievant was moving it, and the bucket on top was damaged when it hit tree branches on one side of the road. In settling this case that the disciplinary action was taken for just cause, the Committee also notes and agrees to remove a disputed comment in the third paragraph of the disciplinary letter dated June 24, 1981. The portion of the letter stating, "your remarks that you make money for the Company even with these damages indicates an attitude which cannot be condoned" will be removed from the letter and such letter will be revised accordingly.

This case is considered closed on the basis of the foregoing, 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/RWS:rlm

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|---------------|--------------|---------------|--------------|--------------------|
| cc: RADraeger | FCBuchholz | TDMacWilliams | WKSnyder | CEWelte |
| LCBeanland | RHCunningham | DAOkabayashi | JBStoutamore | Division Personnel |
| IWBonbright | NRFarley | TCPhebus | CPTaylor | Managers |