

7.1 P  
206.15 P  
601.4 P

## REVIEW COMMITTEE

**PG and E**

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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

**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

**CASE CLOSED**  
**LOGGED AND FILED**

SEP 28 1982

**RECEIVED SEP 28 1982**

East Bay Division Grievance No. 1-1511-82-1  
P-RC 778

September 13, 1982

MR. L. R. JOHNSON, Company Member  
East Bay Division  
Local Investigating Committee

MR. V. STAMPS, Union Member  
East Bay 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(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

### Subject of the Grievance

This case involves a Gas Serviceman who was given a ten-day disciplinary layoff and demoted to Gas Helper as a result of his activities on November 18, 1981.

### Discussion

On November 18, 1981, the grievant was working a 1:00 p.m. - 9:00 p.m. shift. At approximately midnight, he was involved in an automotive accident which resulted in the service truck being totaled. The investigating police officer indicated that the evidence surrounding the accident suggested that the grievant drove around a curve at an excessive rate of speed and lost control of the truck.

During the course of the Company's investigation of the accident, it was determined that the grievant had been in a restaurant/bar from approximately 7:00 p.m. until at least 8:30 p.m. These times were substantiated through the testimony of other bargaining unit employees and the work activity logs completed by them. The grievant maintained that he did not arrive at the restaurant until approximately 9:30 p.m. because he had a very busy day and had been unable to take his lunch break. In support of his account of the events on the night of November 18, 1981, the grievant submitted a written, notarized statement from a customer indicating he performed work at her residence from approximately 7:30 p.m. - 8:30 p.m. When the customer was questioned by a representative of the Security Department, she was unsure of the exact time but knew that it was dark outside. The grievant did not have a service order tag for her address nor did he have a completed field tag.

The grievant called the Service Operator at approximately 7:20 p.m. and indicated he had one tag left to complete. In reviewing the tags assigned to the grievant, he in fact had four tags that were not completed, one of which was the one he told the Service Operator he had left. Further, the last tag he worked is timed at 7:15 p.m.

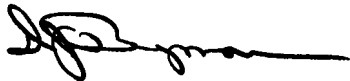
Decision

In view of all of the facts and evidence in this case and the grievant's previous disciplinary history, the Pre-Review Committee agreed that the ten-day disciplinary layoff was for just cause. The Committee further agreed that the demotion of the grievant was proper inasmuch as his actions demonstrated a need to be supervised.

The last sentence of the second paragraph on Page 2 of the December 28, 1981 letter should be revised to read, "You are thereby demoted to the classification of Gas Helper for a minimum of one year."

Effective November 18, 1982, the grievant may have his bids to Serviceman considered under the provisions of 205.7(a).

This case is closed.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

MAShort(6274):ml/rlm

cc: FCMarks  
LCBeanland  
IWBonbright  
FCBuchholz  
GClerk  
RHCunningham  
NRFarley  
DAOkabayashi  
TCPhebus  
WKSnyder  
JBStoutamore  
CPTaylor  
CEWelte  
Division Personnel Managers