

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

PACIFIC GAS AND ELECTRIC COMPANY  
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INTERNATIONAL BROTHERHOOD OF  
 ELECTRICAL WORKERS, AFL-CIO  
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 R.W. STALCUP, SECRETARY

**CASE CLOSED** APR 12 1983  
**LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

RECEIVED APR 12 1983

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1127-82-86  
 P-RC 818

April 11, 1983

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

MR. G. VALLEY, Chairman  
 General Construction  
 Joint Grievance Committee

Grievance Issue

Thirty workday disciplinary layoff issued to an Electrician for falsifying an expense account.

Facts of the Case

In August, 1982, Company's Internal Auditing Department investigated some apparent irregularities found in several expense accounts submitted by various General Construction Electricians for expenses they incurred while working in the Fresno area. The grievant was one of these Electricians. Eventually, the grievant and four other Electricians were interviewed by a Company Auditor. During these interviews, all five Electricians acknowledged to the Auditor that they had submitted receipts for, and received reimbursement for, lodging expenses they did not incur. The grievant submitted two such receipts; the four other Electricians each submitted three such receipts. One Electrician was found to have misappropriated \$177.40, two Electricians misappropriated \$121.40 each, one Electrician misappropriated \$120, and the grievant was found to have misappropriated \$40.70. All five agreed to reimburse the Company for the misappropriated monies.

Additionally, Company found that the grievant's expense account in question also contained requested meal reimbursements at \$19 per day for four days on which he took vacation.

There is nothing in the record which indicates that the five subject Electricians have been involved in other similar incidents in their five to nine years of Company employment.

The five Electricians were each given 30 workdays off without pay as discipline for falsifying of their personal expense accounts. The grievant is the only one of the five who grieved this disciplinary action.

The grievant told the Local Investigating Committee that before leaving for Fresno he signed three weeks worth of blank time cards and gave them to his Field Clerk at his headquarters in Yuba City; that upon his return to Yuba City he gave all of his accumulated receipts to the Field Clerk; that the Field Clerk

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filled out his entire expense account for him, based on these records; that he (grievant) did not ask for a meal allowance for the days he was on vacation; that when grievant signed the completed expense account he did not notice the mistakes concerning these meal allowances; that he shared a motel room with another Electrician (one of the other Electricians who were found to have misappropriated funds) from May 31 through June 3, 1982; that he did not pay any money for lodging from May 31 through June 2; that he attempted to reimburse the other Electrician for half the cost of the room for these nights (May 31 through June 2), but that the other Electrician refused to accept grievant's money; that he absentmindedly turned in a receipt for half of the room costs from May 31 through June 2; that he paid the other Electrician \$20 for lodging for the night of June 3; that he asked the motel clerk to give him a receipt for half of the room rent for June 3 but that the clerk mistakenly gave a receipt showing the full room rate; that he did not notice the amount of this receipt, and turned it in to the Field Clerk along with all of the other receipts he had collected; that he had saved the Company money by occasionally staying with a friend while in Fresno; that if he had meant to cheat on his expenses he would not have done so in such a clumsy way; that he was not aware, at the time he submitted his expense receipts, that these receipts were for more expenses than he actually incurred.

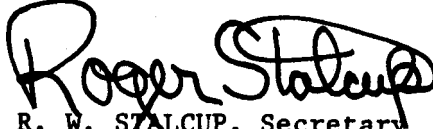
#### Discussion and Decision

The Pre-Review Committee deliberated at length about the grievant's subject activities, and attempted to determine whether these activities should be viewed in a different light than the activities of the other Electricians who were similarly disciplined. However, despite the grievant's claim that he and his Field Clerk merely erred and that he did not intend to defraud the Company, the Committee was unable to find any significant factors which would distinguish his activities from those of the other Electricians. The Committee deems that the preponderance of the evidence in the record indicates the grievant knew or should have known that he submitted incorrect lodging receipts. Furthermore, the Committee notes that eight entries on the grievant's questioned expense account (including the requested meal reimbursements for days he was on vacation) were incorrect, and that all eight benefited the grievant. As a result, the Committee deems the grievant a culpable as the four other Electricians.

The Committee also believes that the discipline meted the five Electricians was appropriate under the circumstances.

In light of all the foregoing, the Committee has agreed to close this case without adjustment.

  
D. J. BERGMAN, Chairman  
Review Committee

  
R. W. STALCUP, Secretary  
Review Committee

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