

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

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

**CASE CLOSED** OCT 13 1983  
**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 OCT 13 1983**

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1133-82-92  
P-RC 825

October 11, 1983

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

MR. BOB CALLENDER, Chairman  
General Construction  
Joint Grievance Committee

Grievance Issue

Letter of reprimand and five-day disciplinary layoff issued to a Backhoe Operator for tardiness and absenteeism.

Facts of the Case

The grievant's Company Service date is August 31, 1962.

The grievant's attendance record from 1978 to September 10, 1982 was as follows:

	<u>1982</u>	<u>1981</u>	<u>1980</u>	<u>1979</u>	<u>1978</u>
Sick/Pay	80 hours	80 hours	80 hours	80 hours	80 hours
Sick/No Pay	8 hours	56 hours	64 hours	36 hours	Information not available
Personal/With Permission	5 hours	147 hours	73.5 hours	30 hours	Information not available
Personal/No Permission	80 hours	.5 hours	0	0	Information not available

On June 7, 1982, the grievant was issued a reprimand letter for frequent tardiness and excessive absenteeism. The record submitted to the Pre-Review Committee indicated that, by June 7, 1982, the grievant had been absent due to illness on five occasions since the first of the year, for a total of eight workdays; that the grievant had been docked one hour for reporting late to work on one day since the first of the year; that the grievant had been off personal without permission on six workdays since the first of the year. The June 7 letter informed the grievant that Company's Employee Assistance Program was available to him if he was experiencing personal problems which were affecting his work, and warned him that he would receive disciplinary action if he did not improve his work attendance.

On August 23, 1982, the grievant was issued a letter of reprimand and a disciplinary day off for continued unavailability for work. The record indicated that between June 7, 1982 and August 23, 1982, the grievant was absent due to illness on three occasions and was off personal without permission on three occasions. The August 23 letter also warned the grievant that, "If your attendance does not improve immediately, you will be subject to more severe disciplinary action, up to and including discharge."

Neither the June 7 letter nor the August 23 disciplinary action was grieved.

On August 26, 1982, the grievant left work three hours early for a doctor's appointment. The grievant was 15 minutes late for work on August 23 and September 7, and on several other occasions between August 23 and September 10 he was approximately five minutes late for work.

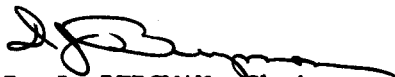
On September 10, 1982, the grievant was issued another reprimand letter and a five-day disciplinary layoff for continued tardiness and unavailability for work. The letter stated that, "Any future tardiness and/or absenteeism will result in your discharge."

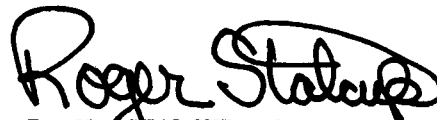
#### Discussion

The Local Investigating Committee agreed that the grievant had a tardiness and absenteeism problem and that some sort of disciplinary action was justified. The Union member of the Local Investigating Committee opined, however, that in this case a jump from a one-day disciplinary layoff on August 23 to a five-day disciplinary layoff on September 10 was improper. Company stated that the reprimand letters and disciplinary actions issued the grievant up to September 10 had not resulted in an improvement in the grievant's work attendance, and that, therefore, severe disciplinary action was appropriate in this case.

#### Decision

After reviewing the record, the Pre-Review Committee is in agreement that the subject disciplinary action was appropriate under the circumstances present in this case. Therefore, the case is closed without adjustment and without prejudice to the position of either party.

  
D. J. BERGMAN, Chairman  
Review Committee

  
R. W. STALCUP, Secretary  
Review Committee

DJBergman(1125):ml