

**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

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**

D.J. BERGMAN, CHAIRMAN

OCT 7 1983

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

De Sabla Division Grievance No. 10-191-82-33  
 P-RC 853

September 15, 1983

MR. R. M. EDWARDS, Company Member  
 De Sabla Division  
 Local Investigating Committee

MR. S. THOMAS, Union Member  
 De Sabla 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(11) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This grievance concerns a three-day disciplinary layoff and letter of reprimand issued to the grievant for having improperly installed a service sleeve, which resulted in a customer complaint and unnecessary overtime costs to the Company. Based on the grievant's total prior disciplinary history, he was also restricted from future temporary upgrades and job awards to the classifications of Troubleman and Line Subforeman for a period of one year. The grievant's disciplinary record includes a racial slur, misconduct, insubordination, working energized 12-KV alone, three counselings on the use of Company-issued gloves and keepers, and most recently, the improper sleeve connection.

Discussion

The Company took the position that preclusion from temporary or permanent upgrades or assignments to Troubleman or Subforeman was so the employee's job performance could be reviewed and because the Company believed the employee did not possess qualifications required of a crew leader. The Union believed that the preclusion from upgrades was too severe.

Decision

The Pre-Review Committee agreed that the three-day disciplinary layoff was appropriate, given the employee's past disciplinary record. However, a preclusion from upgrades and prebids to Troubleman or Line Subforeman for one year was excessive. Therefore, the Committee agreed to begin allowing the

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grievant the opportunity for temporary upgrades or prebids to the Troubleman or Line Subforeman classifications effective August 15, 1983. On the basis of the above, this case is considered closed without prejudice to the position of either party and should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

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