

# 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**  
**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 MAY 11 1984**

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

North Bay Division Grievance No. 4-1033-83-48  
P-RC 900

May 11, 1984

MS. B. M. BROWN, Company Member  
North Bay Division  
Local Investigating Committee

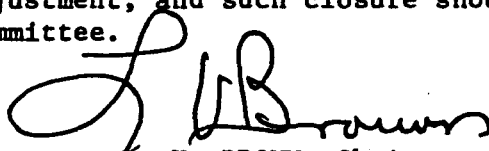
MR. F. HUTCHINS, Union Member  
North Bay Division  
Local Investigating Committee

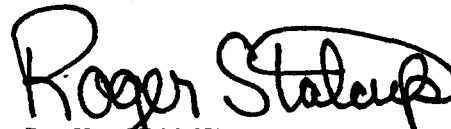
The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns a disciplinary letter that a Meter Reader received on May 4, 1983 for her failure to meet the Division's reader errors standard.

The Union questioned the importance of the reader errors category. The Union members pointed out that the category of reader errors is not used in all Divisions of the Company and, therefore, believed it was not significant. The Company pointed out that reader errors result in late billings for customers and if the number of reader errors were to increase, then the manpower required to correct these errors would need to be increased and further late billings to customers would occur. The Company pointed out that in January of 1982, a grievance was filed in North Bay concerning the Meter Reader Division Performance Standards. The Company went on to point out that this grievance was settled on the basis that the work practices and policies would be reviewed with every Meter Reader in the Division, and they would be made aware of the established Division Performance Standards which included the reader error category. The Company went on to point out that Meter Reader standards are currently being discussed by the Meter Reader Negotiating Committee and that in the future, new standards for all employees on the system may be negotiated which may or may not include the reader errors category. However, this employee failed to meet the established, agreed-to standard during the period in question and; therefore, the disciplinary letter is appropriate.

Based on the above, the Committee agreed to close the case without adjustment, and such closure should be so noted by the Local Investigating Committee.

  
L. V. BROWN, Chairman  
Review Committee

  
R. W. STALCUP, Secretary  
Review Committee