

102.3 (P)

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

JUN 13 1984

**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 JUN 13 1984

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Francisco Division Grievance No. 2-907-83-107
P-RC 939

June 8, 1984

MR. K. H. ANDERSON, Company Member
San Francisco Division
Local Investigating Committee


MR. F. A. SAXSENMEIER, Union Member
San Francisco Division
Local Investigating Committee

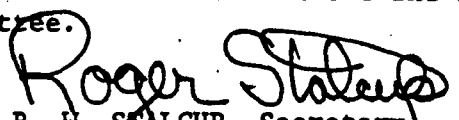
The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(ii) of the grievance, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns the Company's refusal to process grievance 02-902-83-102 believing that the time limits had expired. The grievant, for which the initial grievance was filed, was suspended at 2:00 p.m., on Friday, August 5, 1983 for disruptive behavior on the job and was also off on a disciplinary suspension for the full day on Monday, August 8, 1983. The grievant was contacted and told to report back to work on Tuesday, August 9. Then on August 11, 1983, the employee was given a disciplinary letter outlining the August 5 incident and the suspension on August 5 and August 8, 1983. Grievance 02-902-83-102 was filed on September 9, 1983. The Company denied the grievance on the basis that it was not timely.

After the Committee reviewed the facts above, it was determined that the disciplinary suspension the employee received on August 5 and 8 was in fact more than 30 days prior to the date the grievance was filed and, therefore, considered untimely pursuant to Subsection 102.3(a)(2) of the Physical Agreement for purposes of discussion or adjustment through the grievance procedure. The Committee did agree, however, that the grievance was filed within 30 days of the date of the disciplinary letter. The correction asked for in the original grievance was to rescind the August 11 letter and restore all lost monies as a result of the action taken. The Pre-Review Committee agreed that the issue of the appropriateness of the disciplinary letter be referred back to the Local Investigating Committee to determine the merits of the grievance. The Pre-Review Committee further believes that if the letter accurately reflects the incident and facts of the situation, the Local Investigating Committee should be able to resolve grievance 02-902-83-102.

On the basis of the above, this case is considered closed and should be so noted by the Local Investigating Committee.


L. V. BROWN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee