

REVIEW COMMITTEE**PG and E**

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

IBEW

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

OCT 11 1984

D.J. BERGMAN, CHAIRMAN

RECEIVED OCT 11 1984

San Francisco Division Grievance 2-896-83-96/2-927-83-127

P-RC 941

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

October 11, 1984

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

MR. V. STAMPS, 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(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Grievance Issue

On November 9, 1983, the grievant, a Relief Assistant Control Operator at Hunters Point Power Plant, was given a five-day disciplinary layoff from November 9th through November 13, 1983 for continued poor job performance.

Facts of the Case and Discussion

The Committee reviewed the poor work performance incidents that led to the grievant's five-day disciplinary suspension and agreed just cause existed for disciplinary action. The record submitted by the LIC indicates that on October 26, 1983, the grievant was given a job assignment to make No. 3 House Unit air ejectors available, following completion of extensive maintenance work. The Relief Shift Foreman stated that, per his directions, the Senior Control Operator conducted a tailboard with the grievant prior to starting work. The grievant told the LIC that he checked the atmospheric drain valve by tapping them with a wrench prior to operating the valve which pressurized the line. The LIC also determined that this was an appropriate assignment for a Relief Assistant Control Operator, and that the grievant had operated these valves in the past. The LIC, however, established that the atmospheric drain valve was open so that when the root valve was opened, pressurized steam blew across the turbine deck.

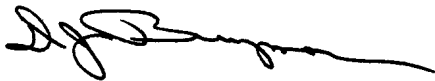
In a review of the grievant's November 9, 1983 disciplinary letter, the Committee noted that it was stated that the employee would receive the five-day disciplinary layoff based upon the three-day suspension on July 18, 19 and 20, 1983. The letter indicated that the five-day suspension was due to the employee's failure to improve his job performance after a recent three-day disciplinary layoff.

The Committee agreed, however, that the three-day suspension on July 18, 19 and 20, 1983 (now converted to two days paid sick leave and one-day disciplinary suspension per grievance settlement) was not for poor job performance but

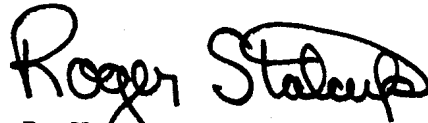
for suspected abuse of sick leave and failure to follow instructions regarding reporting to the Superintendent following a suspension. Therefore, the Committee agreed since the prior discipline for performance deficiencies was a disciplinary letter on July 13, 1983, that the employee should receive a three-day disciplinary suspension for his most recent poor performance incident.

Escalating the discipline in this case from a disciplinary letter on July 13, 1983 to a three-day disciplinary suspension on November 9, 1983 would appear to be rather severe. However, the Committee is in agreement that it is appropriate in this case, recognizing that the July 13, 1983 disciplinary letter resulted from six reported instances of poor job performance between June 13 and July 13. Because of the relatively short time period which transpired between the two disciplinary incidents, the Committee is in agreement that the facts justify such escalation in this case. The November 9, 1983 letter should be rewritten to reflect a three-day disciplinary suspension.

This case is considered closed on the basis of the above and should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee



R. W. STALCUP, Secretary
Review Committee

RS/LMT:kem