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# REVIEW COMMITTEE

## PG and E

## IBEW

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INTERNATIONAL BROTHERHOOD OF  
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R.W. STALCUP, SECRETARY

MAR 27 1985

**CASE CLOSED  
LOGGED AND FILED**

RECEIVED MAR 27 1985

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1314-84-46  
P-RC 991

March 20, 1985

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

MR. MIKE MC KINNEY, Chairman  
General Construction  
Joint Grievance Committee

### Grievance Issue

Letter of reprimand and five-day disciplinary layoff for alleged theft of Company property.

### Facts of the Case

The grievant is a Field Garageman. At the time of the alleged theft, he was assigned to the Pittsburg Field Garage.

During the lunch hour on June 1, 1984, the grievant's Area Foreman and a Field Personnel Representative observed the grievant carry an object from the garage to his personal vehicle and cover it with rags.

The Area Foreman confronted the grievant. The grievant told the Foreman that the object was a clock, that the clock was broken, and that he was taking it home to repair it. An inspection of the clock revealed that one of the clock's hands was broken off.

The grievant subsequently was issued the subject discipline for stealing the clock.

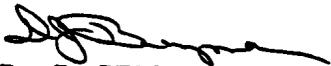
The grievant told the Local Investigating Committee that the clock was due to be discarded with other junk material. He noted that the clock was given to the Company by a vendor, and stated that he felt that it was probably worth no more than a few dollars. The grievant also stated to the Local Investigating Committee that the subject discipline was evidence of continuing harassment by the Company because of his previous problems prior to returning to work from a leave of absence on October 24, 1983. He further stated that he did not attempt to conceal the clock by placing the rags on top of it, but that he so placed the rags to protect the clock from further damage.

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A Field Garageman who worked with the grievant told the Local Investigating Committee that the clock had been off the garage wall for about a week prior to the June 1 incident, that he did not remember the clock being broken prior to June 1, and that it had been put aside with other material which was either going to be transferred to another location or discarded. He also stated the grievant told him that he planned to take the clock, and that he, in turn, reminded the grievant about the Company policy against taking anything, even junk, without permission.

Discussion and Decision

Company's prohibition against taking Company property without prior permission has been well communicated throughout the organization. The grievant was reminded of this policy by his co-worker before the grievant took the clock. Therefore, since the grievant did not obtain permission prior to taking the clock, he was guilty of misconduct. In light of this, the Committee agrees that the discipline given to the grievant was appropriate under the circumstances and consistent with the provisions of RC 1451 and 1452. The case is closed without adjustment.

  
D. J. BERGMAN, Chairman  
Review Committee

  
R. W. STALCUP, Secretary  
Review Committee

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