

REVIEW COMMITTEE

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PACIFIC GAS AND ELECTRIC COMPANY
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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 JUL

RECEIVED JUL 1 1985

5 1985

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

San Jose Division Grievance No. 8-911-84-25
P-RC 1001

June 28, 1985

MR. D. J. COYNE, Company Member
San Jose Division
Local Investigating Committee

MR. L. L. PIERCE, Union Member
San Jose 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(V) of the grievance procedure to the Local Investigating Committee in accordance with the following:

Grievance Issue

A five-day disciplinary layoff issued to a Lineman for actions including sexually abusive and threatening remarks.

Facts of the Case

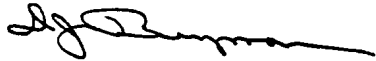
The incidents in this case, extensively documented by the Local Investigating Committee, revolved around comments made by the grievant, a male Lineman, to and about a female Groundman on the same crew. Some of the comments were sexually oriented, and others were ostensibly work related but perceived by the Groundman as being derogatory. The situation came to a head on May 23, 1984 when, in a discussion with a supervisor, the Groundman voiced her objections to the grievant's comments and stated that she believed she was being "verbally sexually harassed."

While the grievant denied making some of the alleged statements and claimed that others were taken out of context, there was no dispute that the grievant threatened bodily harm to the Groundman if he lost his job over the sexual harassment issue.

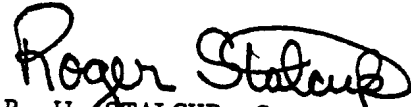
Decision

In discussion of this case, the Committee noted that the grievant had received a one-day disciplinary layoff on October 20, 1983 for misconduct of a similar nature, namely, holding up a sexually offensive sign while riding in a line truck.

The Committee further discussed the alleged statements made by the grievant and agreed that in light of the previous discipline, and the undisputed threat made by the grievant, a three-day disciplinary layoff for inappropriate and threatening remarks was warranted in this case. 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

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