

REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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(415) 933-6060
R.W. STALCUP, SECRETARY

CASE CLOSED
LOGGED AND FILED

JUL 5 1985

D.J. BERGMAN, CHAIRMAN

RECEIVED JUN 26 1985

General Construction Grievance 3-1354-84-86
P-RC 1022

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

June 21, 1985

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

MR. BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Grievance Issue

Discharge of a grievant for inadequate work performance.

Facts of the Case

The grievant was hired as a Painter Helper on April 27, 1984. He was discharged while still a probationary employee on June 4, 1984.

The grievant was discharged for inadequate work performance and unsuitability for the work as a Painter Helper. This was based on the Line Department's belief that the grievant had acrophobia and could not work in elevated locations.

Discussion


Company stated that the subject of the grievance, discharge of a probationary employee as unsuited for the work, is not proper for the grievance procedure. Further, the Company stated that the grievance was not timely filed.

Union disagreed and stated that the subject of the grievance is proper for the grievance procedure because the grievant did not actually suffer from acrophobia. The Union stated that the grievant became aware through medical consultation in September, 1984 that he did not have acrophobia and that his "date of awareness" for filing a grievance began at that point.

Decision

After reviewing the record, the Committee agreed that grievance was not timely filed. Case closed on this basis without adjustment. Such closure should be so noted by the Joint Grievance Committee.


D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Chairman
Review Committee

MAShort(1123):sc