

REVIEW COMMITTEE**PG and E****IBEW** 

PACIFIC GAS AND ELECTRIC COMPANY
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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**

APR 23 1986

RECEIVED APR 23 1986

Stockton Division Grievance No. 16-435-85-53
P-RC 1074

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

April 22, 1986

R. MIKE EDWARDS, Company Member
Stockton Division
Local Investigating Committee

MICKEY HARRINGTON, Union Member
Stockton 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 procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This case concerns the discharge of a Utility Clerk for curbing a single meter.

Facts of the Case

The grievant was employed July 27, 1984 as a Utility Clerk in Tracy. From mid-January, 1985, until his suspension on August 2, 1985, the grievant was temporarily assigned to read meters approximately 75 percent of the time.

On April 30, 1985, the gas meter at 1407 Lincoln Boulevard, Tracy was changed out. The newly installed meter was set at 0000. On April 25, 1985, the grievant recorded the read of the old meter as 4605. On May 28, 1985 (after the changeout), he recorded the read as 4624; on June 27, he recorded 4655; and on July 26, he recorded 4673.

On July 23, 1985, it was brought to the attention of the Tracy Manager that the read in the meter book for May and June were inconsistent with the installed read on the Meter Change Tag.

On July 26, 1985, the grievant recorded the meter read as 4673. That same afternoon, the Manager read the meter at 0078. On August 16, 1985, the Local Investigating Committee went to the meter site and read the meter at 0096. The Local Investigating Committee read the meter over a fence, as the grievant indicated he had done, and was unable to verify the meter number from that distance.

Discussion

The grievant admitted two dialing for three months, but denied

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curbing. The Company Committee members pointed out that the Meter Reader Responsibility Summary, which had previously been reviewed with the grievant states in part:

"Under NO CIRCUMSTANCES should a reading be shown unless the meter (or plastic card) is actually read. Failure to observe this rule, if proven, will be considered sufficient grounds for severe disciplinary action, including termination..."

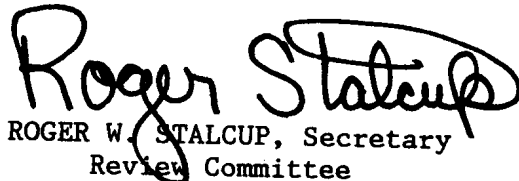
It is also the Meter Reader's responsibility to verify the meter number. The record is clear that the meter was changed out; and for three months the grievant entered incorrect reads.

Decision

Based on the facts present in this case and the decision in Arbitration Case No. 129, the Pre-Review Committee agrees that the discharge was for just and sufficient cause. This case is considered closed without adjustment, and such closure should be so noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

RRD:ml