

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

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

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

JUN 13 1988

**CASE CLOSED  
LOGGED AND FILED**

RECEIVED JUN 10 1988

V.P. & Comptrollers Grievance No. 22-534-86-27  
Fact Finding Committee No. 3705-86-258  
Pre-Review Committee No. 1164

June 7, 1988

STORME SMITHERS, Company Member  
V.P. & Comptrollers  
Local Investigating Committee

GWEN WYNN, Union Member  
V.P. & Comptrollers  
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 5A(v) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

This case concerns a three day disciplinary lay-off for continued tardiness.

Facts of the Case

The grievant was employed on May 29, 1979, and has an extensive disciplinary history dating back to April 22, 1980, addressing attendance, tardiness, and inappropriate behavior. On April 1, 1986, the grievant was given a one day lay-off for continued tardiness after which he was late three more times culminating in the three day lay-off which is the subject of this grievance.

Discussion

Lengthy discussion centered around whether the grievant was being singled out for discipline. Union cited several other employees who had tardiness records similar to the grievant's from January through July 1986. Company pointed out that the grievant's record was much more extensive and that the other employee's named had also received counselling and letters (although the letters were after the grievant's three days off). Company opined that the timing of discipline is determined on a case-by-case basis depending on the facts, history, severity, etc. and with tardiness, discipline isn't necessarily taken solely based on the number of occasions, but also considering the reasons and extent of the lateness.

**IBEW** 

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
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R.W. STALCUP, SECRETARY

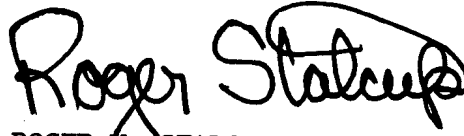
Decision

After an extensive review of the records, the parties agreed to resolve the case based on the offer made at the Fact Finding step, that is, to reduce the discipline to two days.

This case is considered closed based on the foregoing and the adjustment contained herein. Such closure should be so noted by the Local Investigating Committee.



DAVE J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

MAShort(223-1123):lw