

REVIEW COMMITTEE**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY
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D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

IBEW 

INTERNATIONAL BROTHERHOOD OF
 ELECTRICAL WORKERS, AFL-CIO
 LOCAL UNION 1245, I.B.E.W.
 P.O. BOX 4790
 WALNUT CREEK, CALIFORNIA 94596
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 R.W. STALCUP, SECRETARY

CASE CLOSED
LOGGED AND FILED

RECEIVED MAY 28 1987

General Construction Grievance No. 3-1548-86-56
 P-RC 1174

May 27, 1987

PHIL G. DAMASK, Chairman
 General Construction
 Local Investigating Committee

BARRY J. HUMPHREY, Chairman
 General Construction
 Local Investigating Committee

Grievance Issue

Alleged improper demotion of a Field Garage Mechanic A to a Field Garage Mechanic C.

Facts of the Case

The grievant was a Field Garage Mechanic A. He was demoted May 5, 1986 to Field Garage Mechanic C for poor work performance.

The grievant received a disciplinary letter on December 13, 1984 for improper welding procedures. On May 15, 1985 grievant again received a disciplinary letter for violating safety rules by performing welding tasks without eye protection. On August 24, 1985 the grievant, in performing a brake test, proceeded to back the vehicle at full speed to such a degree that upon stopping, the tires squealed, and a bag of cement and pry bar were discharged from the back of the vehicle. The grievant then proceeded to go forward in the same manner, slamming on the brakes again. Further, the grievant demonstrated poor workmanship when installing a heater core on September 4, 1985 and used an unsafe procedure when lowering a vehicle held by a jack. The grievant received a disciplinary letter for these incidents.

This disciplinary letter was grieved and was settled at Joint Grievance Committee on the basis that it was for just and sufficient cause, but some minor wording changes were made.

The disciplinary letter stated that the grievant's performance would be monitored for the next six weeks. The grievant was informed that further disciplinary action could occur should his performance not improve. Subsequently, the monitoring period was extended an additional 90 days. Finally, after a careful review of the grievant's work performance over the previous months, on April 23, 1986, the grievant received a disciplinary letter demoting him to Field Garage Mechanic C, effective May 5, 1986.

May 27, 1987


Discussion and Decision


The Committee discussed this case at length and agreed that, given the numerous incidents of poor work performance and that proper constructive discipline was followed, the demotion was for just and sufficient cause.

The Committee further agreed that it would be inappropriate at this time to permanently bar the grievant from promotion in his line of progression. Therefore, in order to provide future opportunities for the grievant to progress to his previous classification, (1) should vacancies occur in the Apprentice Equipment Mechanic Program, the grievant may apply to enter the program for its duration; or (2) the grievant may provide documentation to demonstrate he has successfully completed an outside of Company accredited training program equivalent to said Apprenticeship Program or; (3) after three (3) years from the date of the demotion, the Company shall consider grievant for promotion to his previous classification provided the grievant is meeting all performance requirements of his present job, consistent with the provisions of Title 305.

Notwithstanding any of the above, when and if the grievant returns to his previous classification, he will be required to fully meet the job performance standards and safety procedures of that classification or again subject to disciplinary action up to and including discharge or demotion, whatever is considered appropriate at the time.

Based on the foregoing, this case is closed, and such closure should be noted in the minutes of the Joint Grievance Committee.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

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