

**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

**CASE CLOSED**  
**LOGGED AND FILED**

**RECEIVED JUN 10 1988**

Fresno-Kings Division Grievance No. 25-981-87-8  
P-RC 1201

JUN 13 1988

**IBEW**

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

June 7, 1988

JOHN HERB, Company Member  
Fresno-Kings Division  
Local Investigating Committee

RON VAN DYKE, Union Member  
Fresno-Kings 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(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

Subject of the Grievance

A Lineman in Dinuba was denied sick leave pay for absences occurring on Thursday, January 8, and Friday, January 9, 1987, and issued a letter of reprimand for abuse of sick leave.

Facts of the Case

On June 4, 1986, the grievant received a letter concerning his sick leave usage. The letter required him to provide satisfactory evidence of illness before sick leave pay would be authorized.

On Wednesday, January 7, 1987, the grievant called in sick. The supervisor reminded him of the need for proof of illness and to call him the next day if unable to return to work. Later in the afternoon, the grievant talked to the Dinuba Manager requesting the following day off sick and to be relieved of the call-in responsibility since he had no phone. The grievant did not inform the Manager of his immediate supervisor's instructions. The Manager agreed that if the grievant was sick in bed, he did not have to call in but to go to a doctor, and if unable to report Friday, call his supervisor.

On Thursday, January 8, 1987, the grievant did not call in and was observed in the afternoon at the Credit Union. On Friday, the grievant did not call in until approximately 2:00 p.m. after he learned his supervisor was looking for him.

A week before the grievant had requested to take vacation on Thursday, January 8, because of a court appearance. The supervisor told the grievant that a vacation day was probably okay but to remind him a day or two ahead.

June 7, 1988

The grievant stated that his court date was postponed from January 8 to January 9, so he decided to go to the Credit Union instead and planned to come in on Monday and ask for Friday, January 9, as a vacation day.

#### Discussion and Decision

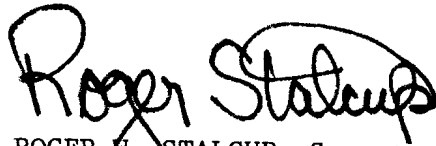
The Committee agreed that abuse of sick leave occurred on January 8 and January 9; however, because tentative permission had been given to grant vacation on January 8, if the grievant currently has vacation time, he may elect to be paid vacation for January 8, 1987.

The Committee would have agreed to modify the disciplinary letter to reflect this decision, but the Region has now converted to Positive Discipline, and this letter should have been deactivated except for maintaining a record that the grievant has been identified as a sick leave abuser. This is consistent with the intent of the first paragraph on Page 3 of Letter Agreement No. 87-189, the Positive Discipline Implementation Agreement.

Further, the Committee agreed that in cases where abuse of sick leave is demonstrated, the confirming letter will not be removed from the file so long as the only issue is abuse. If the letter covers other offenses not related to the abuse, the letter will be revised to recount the events relating only to abuse and will be retained in the 701 file forever.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

MAShort(223-1123):lw