

**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

**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

JUL 1 1987  
**CASE CLOSED  
LOGGED AND FILED**

**RECEIVED JUN 26 1987**

Steam Generation Grievance No. 24-248-86-121  
P-RC 1209

June 25, 1987

MARK RICHARDS, Company Member  
Steam Generation  
Local Investigating Committee

SALIM A. TAMIMI, Union Member  
Steam Generation  
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(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 Geysers Power Plant Operator for unavailability.

Facts of the Case

The grievant who had a bit less than seven years of service, had been progressively disciplined under the Positive Discipline procedure. On July 2, 1985, he received an Oral Reminder. On August 20, 1985, he received a Written Reminder. And on August 12, 1986, the grievant was issued a Decision Making Leave. In the two months following the Decision Making Leave, the grievant had three separate occurrences of absence during five days, totaling 34 1/2 hours. On the day he was told he was receiving the Decision Making Leave, the grievant went home sick for the last five hours of the workday with a headache. There is no notation made in the Positive Discipline log regarding whether the grievant was counseled following that incident. However, Company found it reasonable to believe that the incident was mentioned during the commitment meeting held with the grievant on August 14, 1986, following his Decision Making Leave day. The grievant again went home sick from work on August 26, 1986. The two days following were regular days off. On August 30, 1986, the grievant was counseled according to the supervisor and a notation was made in the Positive Discipline log. The grievant denies being counseled. On October 8, 9, and 10, 1986, the grievant was again sick. On October 21, 1986, he was discharged for unavailability.

June 25, 1987

Discussion

In discussion of this case, the Committee noted that there appeared to be some omissions in the Positive Discipline log. For example, there was no entry for the Decision Making Leave received by the grievant, and some dispute over whether coaching and counseling sessions occurred. While this did not prevent the Committee from reaching a decision in this case, it should be emphasized that maintaining accurate and complete Positive Discipline logs is incumbent on supervisors and is an important part of appropriately administering the Positive Discipline procedure.

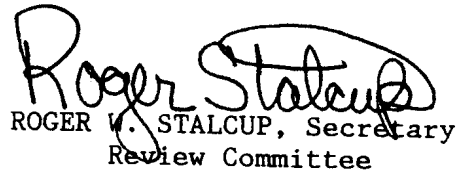
Notwithstanding the concerns expressed above, the Committee agreed that the grievant's attendance was unacceptable and appropriate disciplinary measures had been applied to no avail in an attempt to convince the grievant to adopt and maintain an acceptable attendance record.

Decision

The discharge was for just cause and the case was closed without adjustment. Such closure should be noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman  
Review Committee



ROGER W. STALCUP, Secretary  
Review Committee

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