



# REVIEW COMMITTEE

AUG 14 1989

- 7.1 -Just cause for discipline
- 112.8 -Falsification of sick leave evidence.



PACIFIC GAS AND ELECTRIC COMPANY  
 215 MARKET STREET, ROOM 916  
 SAN FRANCISCO, CALIFORNIA 94106  
 (415) 973-1125

**CASE CLOSED  
 LOGGED AND FILED**

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

RECEIVED AUG - 7 1989

General Construction Grievance No. 3-1903-89-9

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

P-RC 1344

BYRON TOMLINSON, Chairman  
 General Construction  
 Joint Grievance Committee

BARRY HUMPHREY, Chairman  
 General Construction  
 Joint Grievance Committee

Subject of Grievance

A Decision Making Leave (DML) given for poor attendance and falsification of sick leave records alledgedly in violation of the Agreement.

Facts and Discussion

The Committee discussed the application of Contract Subsection 112.8 - Abuse with regard to the case at hand. The grievant had received a written reminder and subsequently was absent and submitted falsified doctor's excuses for a portion of the time off the job. The Union argued that the days that the grievant abused sick leave should not be considered when contemplating further discipline. The Company disagreed but even without the days abused counted the grievant's overall recorded support further discipline.

Settlement

The Committee agreed to send this case back to the Local Investigating Committee for settlement on the basis that the DML was appropriate regarding the grievant's overall attendance record, notwithstanding the days the grievant submitted falsified doctor's excuses.

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