



# REVIEW COMMITTEE

# IBEW



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

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

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

April 19, 1991

Mr. Roger W. Stalcup, Secretary  
Review Committee  
IBEW, Local 1245  
P. O. Box 4790  
Walnut Creek, CA 94596

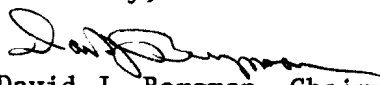
RE: P-RC 1482

Dear Mr. Stalcup:

The following details the parties' understanding regarding the settlement of the above referenced case. The case is to be returned to the local level for settlement and is not to be distributed. The settlement of the case is without prejudice to any past or future cases and to the parties' continued understanding on nonmitigatable offenses. The grievant will be returned to work as a Service Representative in Richmond under the following conditions:

1. Passing the pre-employment drug/alcohol screen.
2. Evidence of successful completion of the New Beginnings program.
3. Without back pay.
4. At the DML level of Positive Discipline. Active period to commence upon return to work.
5. Submission to up to four random drug/alcohol screens within a one-year period following reinstatement. Failure to submit to the screen or a positive result on the screen shall result in immediate discharge. Access to the grievance procedure shall be limited to a factual determination of whether a violation of this agreement occurred. However, evidence that the grievant is voluntarily seeking treatment for a relapse will not be used as a basis for affecting his status.

Sincerely,

  
David J. Bergman, Chairman  
Review Committee

RRDoering:nj

MAY - 2 1991

**CASE CLOSED  
LOGGED AND FILED**

RECEIVED APR 26 1991

EAST BAY REGION

GRIEVANCE NO. EB-BA-28-63-70-27-01

ADDENDUM TO THE JOINT STATEMENT OF FACTS

Pursuant to Pre-Review Committee case No. 1482, this grievance was returned to the local level for settlement and is not to be distributed.

This grievance is hereby closed in accordance with the provisions of Pre-Review Committee Case No. 1482.

E. Bidou  
E. BIDOU, Union Member

Concur/Dissent

5-9-91  
Date

C. Arengo  
C. ARENGO, Company Member

Concur ~~Dissent~~

5/7/91  
Date