



REVIEW COMMITTEE

102.2 -Gr being rehab'd as Utility, removed from job for Performance & returned to LTD. Prope subject for gr procedure? -YES.



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

JUN 27 1991

**CASE CLOSED
LOGGED AND FILED
RECEIVED JUN 25 1991**

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

Coast Division Grievance No. COA-91-04
P-RC 1509

STEVE POTTER, Company Member
Coast Division
Local Investigating Committee

GARY HUGHES, Union Member
Coast Division
Local Investigating Committee

Subject of the Grievance:

This case concerns whether or not a previously filed grievance is a proper subject for the grievance procedure.

Facts of the Case:

The grievant who was on Long Term Disability was sent a letter which stated: "...you will begin your assignment as a Utility Clerk-Operating.... This will be for a trial period of approximately 4 to 6 months to see if you are able to perform the assigned duties....At the end of the trial period, an evaluation will be made to determine if you will be placed regularly into the position...."

The Company determined that the grievant had not performed satisfactorily and therefore would not be placed into the position. The Union grieved on behalf of the employee. Company declined to process the grievance stating that an employee's placement on or return to Long Term Disability is not a proper subject for the grievance procedure, citing P-RC 713.

Discussion and Decision:

The parties discussed this case and agreed that based on the letter received by the grievant which committed a position to him if he performed satisfactorily, he has a right to set the record straight if it is inaccurate as to his performance. Therefore, the first grievance should be processed.

This is closed on the basis of the foregoing and such closure should be so noted by the Local Investigating Committee.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee