



REVIEW COMMITTEE

7.1 -Just cause for disciplin
for inappropriate commen
& actions toward a femal
employee.



PACIFIC GAS AND ELECTRIC COMPANY
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(415) 973-1125

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
PO. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

NOV - 5 1991
**CASE CLOSED
LOGGED AND FILED**

RECEIVED OCT 25 1991

ENCON Grievance No. 3-2176-91-1
P-RC 1529

October 15, 1991

BYRON TOMLINSON
Engineering and Construction
Joint Grievance Committee

BARRY HUMPHREY
Engineering and Construction
Joint Grievance Committee

Subject of the Grievance:

A Written Reminder was issued to an Electrician for inappropriate comments and behavior towards a female employee.

Facts of the Case:

On November 16, 1990 a Written Reminder was issued to an Electrician for comments and actions towards a female Apprentice Electrician. The grievant denied doing anything inappropriate, but did agree that he "got on her" about work related matters.

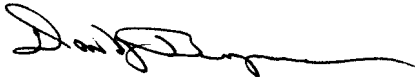
Several other employees in the work group were interviewed and substantiated some of the inappropriate comments.

It should be noted that the female involved has been off work and not available for interview or testimony.

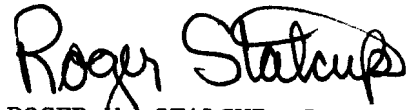
Discussion and Decision:

The Committee agreed that the grievant did make inappropriate statements to the female employee on more than one occasion. The Union, however, opined that a Written Reminder was too severe a step in the disciplinary process. The Company is of the opinion that a Written Reminder may, in fact, be the correct level of discipline depending on the circumstances and the infraction. The Committee agreed that issues of this sort should be looked at on a case-by-case basis.

In this instance, the Company agreed to reduce the level of discipline to an Oral Reminder because the accuser was not available for testimony, and the grievant was unable to face his accuser. This case is settled without prejudice and considered closed and should be so noted in the minutes of the Joint Grievance Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

SSEdens(223-5451):nj