



REVIEW COMMITTEE

7.1 -Just cause for discharge.
Knowingly added ineligible
dependent to medical
insurance plan.

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
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SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

OCT - 3 1991
**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

D.J. BERGMAN, CHAIRMAN

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

RECEIVED OCT - 3 1991

ENCON Grievance No. 3-2199-91-24
P-RC 1531

September 27, 1991

BYRON TOMLINSON
Engineering and Construction
Joint Grievance Committee

BARRY HUMPHREY
Engineering and Construction
Joint Grievance Committee

Subject of the Grievance:

On or about March 1991, Grievant was terminated for carrying an ineligible dependent on his medical plan.


Facts of the Case:


During open enrollment in October 1988, Grievant added an ineligible dependent to his medical plan. Grievant claimed dependent was his wife, when in fact they had never married. Grievant continued to carry this ineligible dependent on his medical plan for over two years. The discovery was made when he tried to remove her from his medical coverage. The result is substantial monetary liability to the Company.

Discussion and Decision:

The Committee agreed that the Grievant was well aware that his actions were wrong and in violation of Company Policy. In this instance, the Grievant committed deliberate and intentional fraud when he added an ineligible dependent to his medical plan.

On the basis of the above, the discharge is sustained. This case should be considered closed and 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