

7.1 -WR for driving Co.
vehicle w/o valid
driver's license
justified in this case.



REVIEW COMMITTEE

IBEW



JAN 25 1993

**CASE CLOSED
LOGGED AND FILED**

RECEIVED JAN 22 1993

PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94105
(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

Silverado Division Grievance No. VAL-91-5
P-RC 1605

VALERIE THIBAUT, Company Member
Silverado Division
Local Investigating Committee

LARRY PIERCE, Union Member
Silverado Division
Local Investigating Committee

Subject of the Grievance:

A Fieldman in the Vallejo Gas T&D Department received a Written Reminder in the conduct category for operating a Company vehicle without a valid drivers license.

Facts of the Case:

The grievant's license was suspended on February 2, 1990 due to her failure to provide proof of insurance after receiving a fix-it ticket. In October 1990, the Company and grievant discussed her license suspension and the grievant obtained a temporary license for 60 days.

On July 9, 1991, the Company learned from a California Highway Patrol audit that the grievant was driving Company vehicles without a valid drivers license. The grievant's temporary drivers license had expired on December 24, 1990. From December 24, 1990 through July 9, 1991 the grievant accepted upgrades and performed the duties of a Heavy Truck Driver on several occasions. The grievant claimed that she was unaware that the temporary license issued in October 1990 had an expiration date.

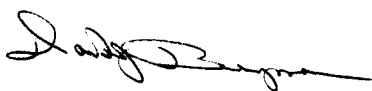
Discussion:

The Union questioned whether the written reminder was consistent with action taken against other employees who drove Company vehicles without valid licenses. The Union cited an example of an employee in another headquarters who had driven a Company vehicle without a valid license and who did not receive any disciplinary action.

Company noted that Redwood Region has taken consistent disciplinary action against employees who operate vehicles without an appropriate license, with the exception of the case cited by the Union. Company maintains that the written reminder provided to the grievant is consistent with other disciplinary action in the region.

Decision:

The Pre-Review Committee determined that based on the totality of the grievant's actions in this case, the disciplinary action taken was appropriate. This case is considered closed.



David J. Bergman, Chairman
Review Committee



Roger W. Stalcup, Secretary
Review Committee

Date 1-7-93

Date 1/7/93

SARayburn(223-1123): nj