

7.1 -Just cause for discipln
Written Reminder for
safety violations.



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94105
(415) 973-1125

FEB 22 1993

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

**CASE CLOSED
LOGGED AND FILED**

RECEIVED JAN 26 1993

January 21, 1993

Pre-Review Committee File No. 1636
ENCON Grievance No. 3-2336-92-42

KEN LEWIS, Chairman
ENCON
Joint Grievance Committee

BARRY HUMPHREY, Chairman
ENCON
Joint Grievance Committee

Grievance Issue:

Subforeman issued a Written Reminder in work performance for safety violations.

Facts of the Case:

The grievant is a 20 year employee who was an Electrician for 11 years and a Working Foreman/Subforeman for five years.

The grievant continually missed clearance points. The crew members complained that the grievant would miss points and it was up to them to catch his mistakes. The grievant argued that he conducted clearance the way he was taught. The grievant, though, agreed that crew had legitimate concerns.

Discussion

The Committee was in agreement that the grievant made mistakes. The Union argued that it was the result of a lack of training and the discipline was too severe.

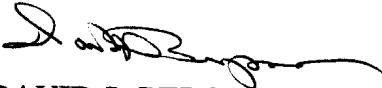
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Discussion: (cont'd)

The Company argued that the grievant was clearly negligent; that his crew members, some of whom have received the same training as the grievant, were able to catch the grievant's error. It appears that it is not a lack of training on the grievant's part but inattention and failure to follow procedures.

Disposition

Based on the facts of this case, the committee agreed that the discipline was for just cause. Case closed without adjustment.


DAVID J. BERGMAN
Chairman
Review Committee


ROGER W. STALCUP
Secretary
Review Committee

JAM