



REVIEW COMMITTEE

RECEIVED MAR 23 1995

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CASE CLOSED
FILED & LOGGED

MAR 24 1995

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

RICK R. DOERING, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

East Bay Division Grievance No. 3-2449-93-52
P-RC 1863

Robert Mayo
Company Member
Local Investigating Committee

Joel Ellioff
Union Member
Local Investigating Committee

Subject of the Grievance:

This grievance involves a Fieldman who was issued a Decision Making Leave in the conduct category for leaving his assigned work area without permission and falsifying his timecard.

Facts of the Case:

On May 27, 1993, the grievant asked his Working Foreman if he could leave work early that day in order to begin his vacation. He was told to ask his Area Foreman for permission to leave early. According to the Local Investigating Committee report, the grievant never asked his Area Foreman for permission to leave early.

The grievant returned to his headquarters that afternoon at approximately 3:05 p.m. At approximately 4:05 p.m. the Area Foreman looked for the grievant but did not find him. According to the grievant, he made two phone calls, visited the restroom and went home at 4:30 p.m. The Committee determined that the grievant's normal quitting time was 5:30 p.m. It was also noted that the grievant was on a Written Reminder for conduct when this incident occurred.

Discussion:

The Pre-Review Committee discussed the facts of this case noting that the investigation of the grievant's actions focused on the grievant's whereabouts between 3:00 p.m. and 4:05 p.m. The Committee concluded that even if the grievant had left work at 4:30 p.m. this was still one hour before his normal quitting time. Therefore, the grievant left work early, without permission and then falsified time documents.

Decision:

On the basis of the above, the Committee agreed the level of discipline was appropriate.

This case is closed without adjustment, and such closure should be noted by the Local Investigating Committee.



John A. Moffat, Chairman
Review Committee

3/23/95
Date



Roger W. Stalcup, Secretary
Review Committee

3/23/95
Date