



REVIEW COMMITTEE

RECEIVED MAR 23 1995

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PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, ROOM 1508
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P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-8510

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 Grievance No. OAK-94-²⁷⁻³⁰⁰298 *lm*
P-RC 1881

Patricia Velarde
Company Member
Local Investigating Committee

Larry Pierce
Union Member
Local Investigating Committee

Subject of the Grievance:

This grievance concerns the termination of a Fieldman for his involvement in an altercation with another employee.

Facts of the Case:

The grievant was hired on April 16, 1986, and was terminated on February 28, 1994. The triggering incident that led to the termination involved the grievant and two other crew members. Initially, the two crew members were tossing sand back and forth at one another. The grievant filled a shovel with sand and mud and approached one of the crew members with it. According to several witnesses, the crew member, told the grievant "don't throw that on me." The grievant threw the sand on the employee's foot despite the employee's protests.

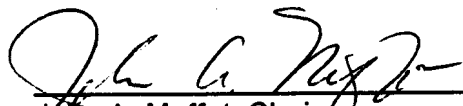
Discussion:

The Committee noted that nine months earlier the grievant had been issued a Decision Making Leave in the conduct category for leaving work without permission, and for falsification of Company records. Since that time, the grievant had been coached and counseled on three separate occasions; two of which were in the conduct category. The Committee agreed that the grievant had not demonstrated improvement in his behavior.

Decision:

Due to the absence of mitigating circumstances in this case, the Pre-Review Committee is in agreement that the termination was for just and sufficient cause.

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



John A. Moffat, Chairman
Review Committee

3/23/95

Date



Roger M. Stalcup, Secretary
Review Committee

3/23/95

Date