



REVIEW COMMITTEE



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PACIFIC GAS AND ELECTRIC COMPANY
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**CASE CLOSED
FILED & LOGGED**

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

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Steam Generation Grievance No. DPP-95-03
Fact Finding File No. 6037-95-54
P-RC File No. 2015

Lisa Battles
Company Member
Local Investigating Committee

Hunter Stern
Union Member
Local Investigating Committee

Subject of the Grievance:

This case concerns the discharge of an eighteen year Traveling Machinist from Delta Power Plants for abuse of company property, including vandalism (violations of Standard Practice 735.6-1, Employee Conduct), and the totality of his work performance record.

Facts of the Case:

The grievant was hired into Steam Generation as a Traveling Helper and progressed through Apprentice Machinist to Journeyman. He had been a Machinist for more than twelve years, the last eleven at Pittsburg Power Plant.

On March 4, 1995, the grievant received a Decision Making Leave (DML) in the attendance category, which included a supervisory referral to the Employee Assistance Program (EAP). Subsequently, he was coached and counseled four times in 1994: September 28, October 5, November 18, and December 1. All for continued absences from work.

The grievant worked the swing shift on Sunday, January 22. At lunch time, he went to the Unit 7 weld shop where his locker was located to get his lunch. He found the shop entry door locked. He then took a pipe wrench and tried to twist the doorknob open. The knob broke off. The grievant then called his supervisor who responded within five minutes with a key.

The grievant also had a key to the door in his pocket.

Discussion:

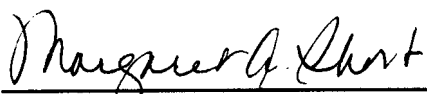
As a result of the DML and the referral to EAP, the grievant began receiving counseling from a licensed social worker, in part to address issues related to impulsive behavior. According to the counselor's testimony to the Local Investigating Committee, the grievant, "made the decision to clean up his act and quit drinking by joining Alcoholics Anonymous." AA provides the tools to modify self-destructive behavior...progress by continuing to attend AA, however, is still grasping the concepts and

utilization of the AA program.. continues to act impulsively, not fully thinking through the consequences of his actions and words. The AA program is not 100% successful...at this point."

The LIC report establishes a pattern of impulsive behavior by the grievant in and around the plant for some extended period of time. The grievant testified that he "had been warned about his inappropriate conduct in the past by his Foreman. He had been warned for use of profanity, throwing items and losing his temper. These warning had been done informally, and formally, during his recent coaching and counseling sessions and past disciplinary actions."

Decision:

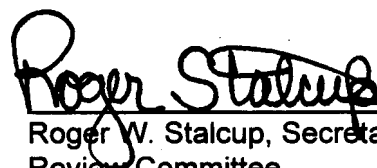
The Pre-Review Committee is in agreement that the grievant was discharged for just cause and closes this case without adjustment.



Margaret A. Short, Chairman
Review Committee

11/27/98

Date



Roger W. Stalcup, Secretary
Review Committee

11/27/95

Date