



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

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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

**CASE CLOSED
FILED & LOGGED**

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Hydro Generation Grievance No. SAH-97-09
Fact Finding File No. 6638-98-113
Pre-Review Committee Case No. 2161

JOANN PITTMAN
Company Member
Local Investigating Committee

JIM LYNN
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the return of a Hiring Hall Carpenter "B" to the Hiring Hall.

Fact of the Case

On October 30, 1997, the grievant and another Hiring Hall Carpenter "B" were involved in an incident at the job site involving horseplay which violated the Company's Code of Safe Practices. As a result of the incident, both the grievant and the other employee were returned to the Hiring Hall on October 31, 1997 for "insubordination" without a twelve-month letter. The Company did not request another Hiring Hall employee to replace the grievant. The grievant was subsequently dispatched to a Carpenter "A" position in Auburn on April 20, 1998 and a Carpenter "B" position in Auberry on April 21, 1998. He returned to the Hiring Hall on April 30, 1998. He was again dispatched on June 16, 1998 to a Carpenter "B" position in Morro Bay. This assignment ended on July 17, 1998 and he was returned to the Hiring Hall.

Discussion:

The Committee discussed the reason the payroll change tag showed the grievant as being discharged for "insubordination." In the EASY+ system, there is a list of reasons for terminations, such as laid off, retired, discharge, resigned-eligible for rehire, resigned-not eligible for rehire and deceased. One of these options must be selected to prepare a termination tag. When discharge is selected, another list of options is displayed and one must be selected. In this case, the clerk preparing the tag chose the one she believed applied. The tag was approved and processed.

Decision

The Committee agreed that the grievant should not have been discharged for "insubordination," and should have just been returned to the Hiring Hall in accordance with Hiring Hall Letter Agreement R1-95-145.

This case is closed without adjustment.

Margaret Short
Margaret A. Short, Chairman
Review Committee

7/22/98
Date

Roger Stalcup
Roger W. Stalcup, Secretary
Review Committee

7/22/98
Date