



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4282

RECEIVED by LU 1245
FEBRUARY 20, 2001

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
(925) 933-6060
BOB CHOATE, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Pre-Review Committee No. 11786

Joe De Martini
Company Member
Local Investigating Committee

Ken Ball
Union Member
Local Investigating Committee

This case concerns a Written Reminder and a preclusion from temporary upgrade to Electric Crew Foreman for one year given to a Lineman for leaving his crew unattended for a period of time on a workday.

The Pre-Review Committee reviewed this referral and noted that Fact Finding had agreed that the WR was for just and sufficient cause and that the only remaining issue concerns the preclusion from upgrade. The PRC is returning this case to Fact Finding for resolution consistent with the provisions of Sections 205.3 and 205.11 of the Physical Agreement.

In so doing, Company reserves the right to preclude upgrade in other factual situations. Union, of course, reserves the right to challenge such future decisions in the grievance procedure.

Margaret A. Short

Margaret A. Short, Chairman
Review Committee

2/20/01

Date

Sam A. Tamimi

Sam Tamimi, Secretary
Review Committee

Feb. 20-2001

Date

PACIFIC GAS AND ELECTRIC COMPANY
MEMORANDUM OF DISPOSITION
FACT FINDING COMMITTEE NO. 11786
Referral back from Pre Review Committee

RECEIVED by LU 1245
Feb. 27, 2001
CASE CLOSED
FILED & LOGGED

FACTS OF THE CASE

This grievance concerns whether or not a Written Reminder and restriction from upgrade to Electric Crew Foreman was for just and sufficient cause.

DISCUSSION

The Fact-Finding Committee comprised of Ken Ball, Senior Business Representative, Dan Lockwood; IBEW Business Representative; Joe De Martini, Senior Industrial Relations Representative and Jeff Neeley, Human Resources Advisor met on September 28 and October 26, 2000 to discuss the issue. The case was referred to Pre-Review Committee but referred back to the Fact Finding Committee for settlement on February 23, 2001.


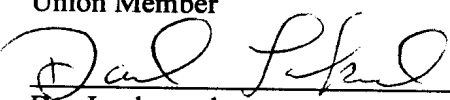
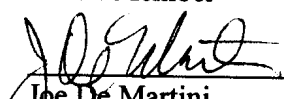

The Grievant's employment date is 07/24/72 and is currently a Lineman at San Luis Obispo Headquarters. The grievant was issued a Written Reminder on May 19, 2000 for Employee Conduct and precluded from upgrade to Electric Crew Foreman for one year.

While upgraded to an Electric Crew Foreman, the grievant left his crew unattended for approximately one hour to attend to personal business. In addition, the grievant was unavailable for work (without permission) latter that day for several hours in order to attend to personal business.

DISPOSITION

The Fact Finding Committee is in agreement that the Written Reminder is for just cause. However, the one year restriction of being upgraded to Electric Crew Forman was not appropriate given the circumstances of this case. A local Committee will determine whether any bypass pay is appropriate for any assignments that the grievant may have missed during this period.

This case is considered closed.

 _____ Ken Ball Union Member	(Concur/Dissent)	<u>2-23-01</u> _____ Date
 _____ Dan Lockwood Union Member	(Concur/Dissent)	<u>2/23/01</u> _____ Date
 _____ Joe De Martini Company Member	(Concur/Dissent)	<u>2/23/01</u> _____ Date
 _____ Jeff Neeley Company Member	(Concur/Dissent)	<u>2/23/01</u> _____ Date