



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
(530) 246-6430

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

CLAIRE IANDOLI, CHAIRPERSON

KIT STICE, SECRETARY

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

Pre-Review Committee Number 24173 Gas Operations – Gas Field Services – Sacramento

Curtis Hoard
Company Member
Local Investigating Committee

Keith Hopp
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the issuance of an Oral Reminder to a Gas Service Representative for excessive sick leave use.

Facts of the Case

The Grievant received a Coach and Counsel (C&C) in January 2017 for excessive sick leave use and unavailability. After the issuance of the C&C, the Grievant called in sick in February and March 2017. The Grievant was issued an Oral Reminder in April 2017 for his unavailability and then, called in sick in June 2017.

Discussion

The Union argued that the Grievant did not utilize more sick leave than he was entitled to use and there is no Company standard which establishes "excessive use."

The Company argued Grievant had created a pattern of sick leave abuse by utilizing, on average, 1.3 days per rolling calendar year in 2016.

Decision

The Pre-Review Committee discussed this case at length and agreed to reduce the Oral Reminder to a C&C on a non-precedential basis. Further, this case is deactivated as it has been more than 6 months since the issuance of the discipline.

Claire Iandoli 12/21/17

Claire Iandoli, Chairperson
Review Committee

Date

Kit Stice

Kit Stice, Secretary
Review Committee

12-21-17

Date