



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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VACAVILLE, CALIFORNIA 94696
(707) 452-2700

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Pre-Review Committee No. 25412 Electric Operations – Electric T&D – Richmond

Yvonne Wong Bradley
Company Member
Local Investigating Committee

Rey Mendoza
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave issued to a Richmond Apprentice Lineman for issues around attendance.

Facts of the Cases

In early March 2020, the Grievant was issued an Oral Reminder for attendance issues including continued unavailability and failure to report absences in a timely manner. Less than one week later, he failed to call in (no call-no show) prior to the start of his workday. He was subsequently issued a Written Reminder for the incident.

The day prior to the Written Reminder, the Grievant had an additional incident of failure to call in his absence prior to the start of work. The investigative interview for this event was conducted following the Written Reminder. The Decision Making Leave was then issued the following week.

Discussion

The Company maintained that the supervisor had set expectations by properly notifying the Grievant of attendance issues and expectations for several months. The issue that led to the Written Reminder and the subsequent Decision Making Leave were both significant issues and it was appropriate to issue discipline for those in the order they had occurred.

The Union opined that the Grievant should have been provided an opportunity to improve his attendance before the Company issued an additional formal step of Positive Discipline. This second incident should have either been investigated and included in the Written Reminder or as an additional Coaching & Counseling.

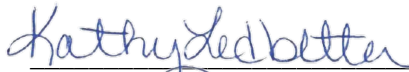
Decision

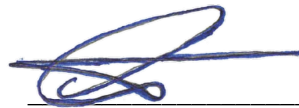
The Pre-Review Committee agreed the Grievant was provided clear expectations on the call in procedure prior to the events of March 2020. Given the significance of two failures to call in following Oral Reminder and given the specific facts of this case, the Decision Making Leave was appropriate and for just case.

This case is to be considered closed based on the above and is to be considered without prejudice toward either party and non-transferable and non-referrable toward other cases.

For the Company:

For the Union:

 05/26/2022
Kathy Ledbetter, Chairperson Date
Review Committee

 05/25/2022
Lloyd Cargo, Secretary Date
Review Committee