

PG and E

FOR INTRA - COMPANY USES

DIVISION OR DEPARTMENT **INDUSTRIAL RELATIONS**
FILE NO. **741.5**
RE LETTER OF
SUBJECT

Review Committee File No. 1340-74-9
San Francisco Division L.I.C. Grievance No. 2-74-9
Demotion of Gas Serviceman to Helper

Pls return to

JK GDL BS	PERSONNEL DEPT. S. F. DIVISION	MJB
	RECEIVED	TJW
	APR 1 1974	FJM
	FOLLOW UP	FS
SAM	CIRCULATE HANDLE PREPARE REPLY SEE J.K.	AJA
		FILE

April 12, 1974

MR. G. D. LAWSON, Company Member
San Francisco Division
Local Investigating Committee

MR. F. A. QUADROS, Union Member
San Francisco Division
Local Investigating Committee

The above-subject grievance has been reviewed by the Review Committee and is being returned to the Local Investigating Committee for settlement in accordance with the following:

This will confirm my discussion with Mr. Kinder last week concerning the Review Committee decision in this matter. Briefly restated, the Review Committee is of the opinion that the facts of this case do not demonstrate the grievant's lack of qualification and, for that reason, the Committee has reinstated the grievant as a Gas Serviceman. On the other hand, the facts clearly support a finding of intentional misconduct. Even considering the grievant's long service record and the provocation which prompted the act, strong disciplinary action is called for; and the Review Committee will not disturb his three-day disciplinary layoff.

This case is considered closed and should be so noted in the minutes of your next meeting.

L. V. Brown
L. V. BROWN, Chairman
Review Committee

LVB:mt

- cc: JHBlack
- IWBonbright
- JAFairchild
- PMatthew
- Personnel Managers
- LNfoss, IBEW

PACIFIC GAS AND ELECTRIC COMPANY
SAN FRANCISCO DIVISION
LOCAL INVESTIGATING COMMITTEE FILE NO. 2-74-9
UNION'S GRIEVANCE NO. 2-74-8

SUBJECT OF GRIEVANCE:

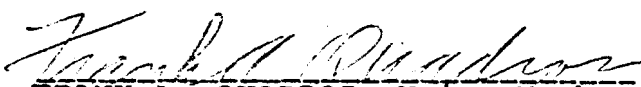
The case involves the demotion of L. D. Greer from Gas Serviceman to Helper on January 17, 1974.

STATEMENT AND SETTLEMENT:


This case was referred to the Review Committee on February 25, 1974.

The case is being closed in accordance with Review Committee Decision No. 1340-74-9, dated April 12, 1974 (copy attached) and with the added understanding that there is no retroactivity involved.

CASE CLOSED.


FRANK A. QUADROS, Union Member
Local Investigating Committee

Date: 4-30-74


GLENN D. LAWSON, Company Member
Local Investigating Committee

Date: 4-19-74

Attachment

Distribution:

- (1) Division Manager
- (1) Department Head
- (1) Chairman, Joint Griev. Comm.
- (1) Division Personnel Manager
- (1) Manager, Industrial Relations
- (3) L.I.C. Members