

REVIEW COMMITTEE

PG and E

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

IBEW



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060

L.V. BROWN, CHAIRMAN

L.N. FOSS, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee File No. 1397-76-1
Coast Valleys Division Grievance No. LIC 18-75-38
Three-Day Disciplinary Layoff of Line Subforeman

January 29, 1976


MR. JACK BATTLES, Company Member
Coast Valleys Division
Local Investigating Committee

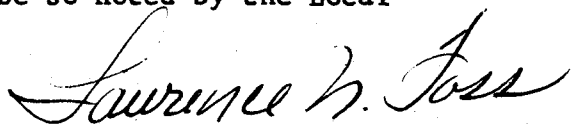
MR. MARK R. COOK, Union Member
Coast Valleys Division
Local Investigating Committee

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

The case concerns a three-day disciplinary layoff of a Line Subforeman for violation of work rules, which resulted in a power failure and damage to Company equipment, exceeding \$3,000. The Joint Statement of Facts indicates that the grievant violated a well-understood Company work procedure and has no explanation as to why he did not follow the procedure, other than he made a mistake. The issue then becomes one of whether the three-day disciplinary layoff and confirming letter of reprimand were appropriate in view of the circumstances surrounding this case. The grievant, a long service employee, has a satisfactory work record. However, in this incident, his "mistake" was not one of judgment but negligence, which was directly responsible for the outage. The "mistake" was further aggravated by the grievant's comment to the Local Investigating Committee that even if he had read the G.M., "he may have gone ahead and installed the 400 KVA's anyway," Therefore, the Review Committee will not substitute its judgment for that of the supervisor where, as in this case, the punishment is reasonably related to the offense, and to that end, the Review Committee will not alter the disciplinary action.

This case is considered closed and should be so noted by the Local Investigating Committee.


L. V. BROWN, Chairman
Review Committee


L. N. FOSS, Secretary
Review Committee

DJBergman:rto

cc: WLMurray
IWBonbright
JAFairchild
PMatthew
Personnel Managers