

REVIEW COMMITTEE

PG and E

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

D.J. BERGMAN, CHAIRMAN

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.N. FOSS, SECRETARY

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Review Committee File No. 1413-76-17
San Joaquin Division Grievance Nos. 25-38-76-38,
25-39-76-39 and 25-40-76-40
Playing Cards During Working Hours

March 28, 1977

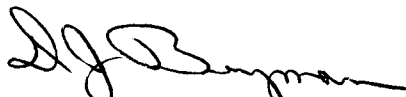
MR. R. J. STEELE, Company Member
San Joaquin Division
Local Investigating Committee

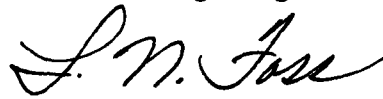
MR. W. WEAVER, Union Member
San Joaquin Division
Local Investigating Committee

The above-subject grievances have been discussed by the Review Committee and are being returned to the Local Investigating Committee for settlement in accordance with the following:

The cases concern the one-day disciplinary layoff and letter of reprimand of a Line Subforeman and letters of reprimand to a Lineman and a T&D Driver for extending their lunch hour while playing cards. The incident was brought to the attention of supervision by a customer. There is a disagreement as to the length of time the crew actually played cards as reflected by the Joint Statement of Facts. However, the grievants all admit to playing cards from approximately 11:50 AM to approximately 12:40 PM. In reviewing the cases, the Review Committee agrees that the crew's actions were improper, particularly the Line Subforeman, notwithstanding the fact that the Committee agrees that the crew's actions did not delay the installation of the customer facilities nor was it the primary reason for the cause of criticism by the customer. Therefore, the Review Committee will uphold the disciplinary action on the basis of the Line Subforeman allowing the crew to play cards during working hours and the crew members' letters of reprimand for playing cards during working hours. The disciplinary letter to the Line Subforeman dated July 12, 1976, should be rewritten deleting references to "delaying the installation of facilities to serve his new pump" and "establishing the cause for criticism by a customer."

These cases are considered closed on the basis of the foregoing, and the adjustments provided herein, and the closures so noted by the Local Investigating Committee.


D. J. BERGMAN, Chairman
Review Committee


L. N. FOSS, Secretary
Review Committee

DJB:rto

cc: GNRadford
IWBonbright
LVBrown
JAFairchild
FCBuchholz
Personnel Managers