

**REVIEW COMMITTEE****PG and E**

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

**CASE CLOSED MAY 29 1981**  
**LOGGED AND FILED**

**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  
R.W. STALCUP, SECRETARY

REVIEW COMMITTEE DECISION

D.J. BERGMAN, CHAIRMAN

Review Committee File No. 1522-81-6  
General Construction Grievance No. 3-783-80-68

- ☒ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

Subject of the Grievance

The grievant, a Substation and Hydro Mechanic, in General Construction, was given a 6-3/4 day disciplinary layoff for his entry into a contractor's building at the Humboldt Bay Power Plant on April 12, 1980.

Facts of the Case

The grievant was observed by two contractor employees while he entered a storage building that had been provided by the Company for the exclusive use of the contractor. When confronted by the contractor employees as he was leaving the storage building, the grievant maintained that he was looking for another employee of the contracting firm. The observing contractor employees alleged that the building was locked and that they watched the grievant for some five minutes while he opened the combination lock in order to gain entry to the building. The grievant testified that the building was not locked and that there was no obstruction to delay entry.

Company supervisors began an investigation of the incident on April 14, 1980; and at 10:00 a.m. on April 16, the grievant was suspended. On April 25, he was returned to work and transferred to another location. By letter dated May 30, grievant was informed that the 6-3/4 day suspension was being converted to a disciplinary layoff.

The Review Committee, in reviewing the Joint Statement of Facts and the testimony of all parties involved, concluded that the grievant did leave his assigned work area in order to walk to the storage building and that he entered the building even though to this Committee it seems clear that he knew the building was unoccupied. Further, based upon conflict and contradiction in the statements of the contractor employees, this Committee concludes that the grievant did not break into the building. Based upon the above and the grievant's satisfactory service record, this Committee concludes that the disciplinary action was too severe.

Decision

It is the decision of the Review Committee that the 6-3/4 day disciplinary suspension of the grievant be reduced to a one-day disciplinary layoff, and the

attached confirming letter will be substituted for the May 30, 1980, letter. This case is considered closed.

FOR COMPANY:

L. C. Beanland  
F. C. Buchholz  
J. B. Stoutamore  
D. J. Bergman

By 

Date 5-28-81

FOR UNION:

G. W. Abrahamson  
W. H. Burr  
P. Pelucca  
R. W. Stalcup

By 

Date 5-28-81