

REVIEW COMMITTEE

PG and E

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R.W. STALCUP, SECRETARY

**CASE CLOSED
LOGGED AND FILED**

RECEIVED MAY 29 1984

D.J. BERGMAN, CHAIRMAN

REVIEW COMMITTEE DECISION

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Coast Valleys Division Grievance No. 18-812-83-65
Review Committee File No. 1572-84-7

Subject of the Grievance

This case concerns a one-day disciplinary layoff and disciplinary letter for the grievant's failure to record accurate times of arrival and departure on his Troubleman service tags.

Discussion

Although unconfirmed by the Local Investigating Committee, the General Foreman stated that during the week of May 16, 1983, Troublemens were informed that time of day entries were required on all service tags. According to the Local Investigating Committee, on June 1, 1983, a meeting was conducted with all of the Troublemens in the San Luis Obispo yard. The purpose of the meeting was to inform all employees that accurate arrival and departure times should be recorded on all service tags. A review of the grievant's service tags by the General Foreman just prior to this meeting showed that accurate arrival and departure times were not being entered. The grievant was specifically informed at this meeting to put accurate times on his tags. Then on June 2, 1983, the General Foreman found that the grievant had not entered arrival or departure times on his service tags.

After a review of the facts of the case, the Committee agreed that the employee was informed at the meeting on June 1, 1983 that he would be required to enter accurate times of arrival and departure on the service tags; and following that meeting, the employee failed to do so. The Committee agreed that the grievant's actions in this case were inappropriate. The Committee agreed that even if the employee believed that entering times on tags was inappropriate that he should have done so and then filed a grievance, but should not have just refused to follow the instructions of his supervisor, which is to seek a course of self-help.

Decision

The Committee agreed, based on the facts of this case, to close it without adjustment and without prejudice to the position of either party. The closure should be so noted by the Local Investigating Committee.

FOR COMPANY:

- N. L. Bryan
- F. C. Buchholz
- R. C. Taylor
- D. J. Bergman

By 

Date 5-25-84

FOR UNION:

- P. Nickeson
- F. Pedersen
- A. Watson
- R. W. Stalcup

By 

Date 5/25/84