

**From:** Dwyer, Fredrick (Ed)  
**Sent:** Saturday, October 29, 2011 12:58 PM  
**To:** Clark, Lita  
**Subject:** Fwd: Probationary releases for unsuitability

Lita,

Please log this communication into the MOU and Title 102 data bases.

Begin forwarded message:

**From:** "Dwyer, Fredrick (Ed)" <[FED2@IBEW1245.com](mailto:FED2@IBEW1245.com)>  
**Date:** October 28, 2011 3:40:35 PM PDT  
**To:** "PG&E Representatives" <[PG&ERepresentatives@IBEW1245.com](mailto:PG&ERepresentatives@IBEW1245.com)>  
**Subject:** Probationary releases for unsuitability

All,

This is the communication between the Union and the Company.

Summarized below are the Parties mutual understanding of the rules established in Arbitration Case Numbers 15, 15A and 15B.

The release of a probationary employee for unsuitability is not subject to the grievance procedure. The determination of unsuitability may be based on a wide range of factors such as, but not limited to, knowledge of equipment, tools or procedures, attendance, safety, performance on tests or assessments, willingness or ability to follow instruction, and ability to work with others.

The release of a probationary employee is subject to the grievance procedure only if it is due to a rule violation generally viewed as misconduct which would reflect negatively on the employee's character. In such a situation, an employee who claims s/he has been falsely accused has rights to the grievance procedure to clear their name. Such grievances are limited to determining whether the employee committed the rule violation, not whether there was for just cause for the release. If it is determined that the employee did not commit the violation for which they were released, the employee would be reinstated.

***F.E. (Ed) Dwyer Jr***

***Assistant Business Manager***

***IBEW Local Union 1245***