



# REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N2Z  
P.O. BOX 770000  
SAN FRANCISCO, CA 94177  
(415) 973-6725

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

RECEIVED by LU 1245  
March 5, 2010  
  
**CASE CLOSED  
FILED & LOGGED**

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

**Review Committee No. 17971**  
Energy Delivery – GC Gas - Newman  
(Arb. Case # 292)

Deborah Sargent  
Company Member  
Local investigating Committee

Mike Haentjens  
Union Member  
Local Investigating Committee

Grievance Issue:

The grievant a Working Foreman A was terminated for an altercation with a crew member and other violations of the Employee Conduct Policy.

Facts of the Case:

The facts in this case as stated in the investigatory reports are not in dispute.

In August of 2009 a Confidential Settlement Agreement and Release was reached by all of the parties involved in this case, including the grievant. The grievant released the Company from all claims.

Discussion:

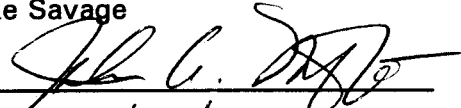
The Union had argued the severity of the discipline and the Company maintained the position that the discipline was appropriate and for just cause.

Decision:

Since the grievant released the Company from all claims the grievance is closed.


**For the Company:**

John Moffat  
Gayle Hamilton  
Dave Morris  
Mike Savage

By:   
Date: 2/11/2010

**For the Union:**

Bob Choate  
William R. Bouzek  
Louis Mennel  
Karen Russel

By:   
Date: 2/11/2010