



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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VACAVILLE, CALIFORNIA 94696
(707) 452-2700

RECEIVED by LU 1245
March 27, 2013

**CASE CLOSED
FILED & LOGGED**

- DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F. E. (ED) DWYER Jr, SECRETARY

**Arb. # 315
Review Committee Number 21045
Electric Operations – GC Line - Bakersfield**

Monica Oakes
Company Member
Local Investigating Committee

Bob Dean
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of an Operating Clerk for an off duty verbal altercation.

Facts of the Case

The grievant was an Operating Clerk with 27 years of service and no active discipline at the time of discharge. In connection with an outage, the grievant and other employees were being housed at a hotel. After work hours, the grievant engaged in a verbal altercation with other employees in the hotel lounge. The grievant directed inappropriate hand gestures, profanity, and threatening language towards another employee.

Discussion

This grievance has been discussed extensively at each step of the grievance procedure and was referred to arbitration. Prior to the arbitration hearing, the parties entered into a Compromise and Release Agreement which included an agreement to close this grievance without prejudice.

Decision

The Committee agrees to close this case based on the Compromise and Release Agreement and is without prejudice to the positions of the parties.

For the Company:

Doug Veader
Laura Sellheim
Rod Williams
Tanya Moniz-Witten

By: Doug Veader
Date: 3/27/13

For the Union:

F.E. (Ed) Dwyer Jr.
James Brager
Mike Scafani
Karen Russell

By: Ed Dwyer Jr.
Date: 3/27/2013