

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

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

**CASE CLOSED** AUG 10 1981  
**LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-8060  
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

East Bay Division Grievance No. 1-1155-80-249  
P-RC 639

August 7, 1981

MR. T. C. PHEBUS, Company Member  
East Bay Division  
Local Investigating Committee

MR. V. STAMPS, Union Member  
East Bay Division  
Local Investigating Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(i) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case concerns a disciplinary letter given to an Electrician for his performance on a job which resulted in a short customer outage and injury to himself. The grievant had been assigned to obtain a clearance on a 12 KV substation regulator and then determine what repair parts were needed. The grievant failed to test or notice that certain disconnect switches within close proximity to his work area were still energized.

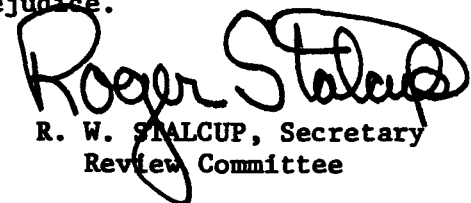
The Committee discussed at length the proper procedure for the assignment, as well as several factors which contributed to the grievant's violations of an Accident Prevention Rule and departmental operating procedures. Union questioned the propriety of assigning his work to a one-man unit.

Without regard to the propriety of the assignment, the Committee agreed that there were reasons to mitigate the discipline taken and reduced the letter to a memo to file with modifications. The Committee further agreed to the removal of the memo to file six months from the date of the incident; if there are no further such incidents in that time.

This case is considered closed without prejudice.



D. J. BERGMAN, Chairman  
Review Committee



R. W. STALCUP, Secretary  
Review Committee

MAShort(6274):ml/RWS/rlm

cc: FCMarks	IWBonbright	NRFarley	LSilton
MEBadella	LVBrown	DOKabayashi	CPTaylor
LCBeanland	FCBuchholz	JBStoutamore	CEWelte
MEBennett	RHCunningham	WKSnyder	Division Personnel Managers

Attachment