

7.1 - Just cause for
discipline
Safety rule violation



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
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(415) 973-1125

SEP 29 1988

**CASE CLOSED
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
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

RECEIVED SEP 27 1988

General Construction Grievance 3-1734-8796
P-RC 1262

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

September 21, 1988

PHIL G. DAMASK, Chairman
General Construction
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Subject of Grievance

One day disciplinary time off for a safety violation.

Facts of the Case

The grievant is an electrician with a hire date of July 8, 1983. On August 20, 1987, the grievant was working alone in the control room at Sycamore Substation when he noticed a low humming noise coming from one of the pieces of equipment. He determined that the noise was coming from a battery charger which was rated at 6 amps, yet was charging at approximately 8 amps. The grievant then turned off the AC input to the battery.

The grievant then proceed to review the control room blueprints in an effort to determine the cause of the humming.

The supervisor entered the control room and wanted to know why the battery charger was turned off. The grievant explained his actions. It was later determined that the DC lights in the control which had been turned on were causing the additional amperage pull.

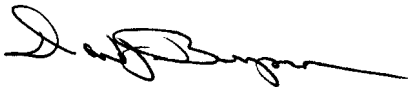
The grievant was disciplined for violating Rules 803 and 815 of the Accident Prevention Rules concerning obtaining proper authorization when working on any station apparatus. The grievant was assigned and authorized to work on some other equipment in the control room and was not authorized to work on the battery charger or equipment directly associated with it.

Discussion and Decision

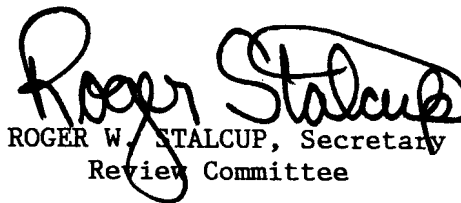
The committee reviewed the facts of the incident at length.

Based on a review of the grievant's previous letters of reprimands, the committee noted he had received discipline for similar incidents in the past. Therefore, in the instant case the committee agreed discipline was for just cause.

Based on the above, this case is closed and such closure should be noted in the minutes of the Joint Grievance Committee minutes.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee