



REVIEW COMMITTEE

JAN 25 1990

601.4 & 7.1: Just cause for discipline - Serviceman disciplined for failure to check work of another Serviceman.



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

**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
(415) 933-6060
R.W. STALCUP, SECRETARY

RECEIVED JAN 23 1990

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Stockton Division Grievance No. SJ-STKN-76-16-89-27-8
P-RC 1383

January 18, 1990

KARI BRIGHT, Company Member
Stockton Division
Local Investigating Committee

BOB GIBBS, Union Member
Stockton Division
Local Investigating Committee

Grievance Issue

Company allegedly issued a written reminder to a Serviceman without just cause.

Facts of the Case

The grievant has been employed with the Company since 1966 and a Serviceman since 1969. The grievant's active discipline at the time of the incident was an oral reminder for leaving a hazard.

The events which resulted in the written reminder are as follows:

The grievant responded to a customer's call of a gas leak at a furnace. The grievant went to the residence, then to the furnace in the residence where gas was smelled, and shut off the furnace and water heater. He then inquired if there was another furnace, and proceeded upstairs to shut the second furnace off. The grievant went to the meter and determined, due to its size, he would need assistance. Another Serviceman arrived and together they changed the regulator, tested it and set the pressure. Together they went into the house to relight the appliances. Both Servicemen were upstairs and because of difficulties with the upstairs appliances, the grievant sent the other Serviceman downstairs to light the appliances.

The grievant was unable to make repairs on the upstairs appliances and issued a hazard tag. The other Serviceman completed the downstairs relight.

On February 3, 1989, another Serviceman was called to relight the upstairs furnace at this residence and when completing his tasks, discovered a hazard with the downstairs furnace. The enclosure for the downstairs furnace was not properly vented.

Grievant testified that when he arrived at the house, his first priority was to prevent an explosion from a gas leak. The grievant agreed in general that he

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should have noticed the hazard. Grievant further stated that the first check on relights is the combustion air, however, in this instant case, he was not looking for those hazards.

Discussion

Committee argued at length over who is responsible for the hazard and how Positive Discipline was applied in this case. It appears that the Serviceman who relit the downstairs furnace should have checked the combustion air before relighting the furnace and that the grievant is not solely responsible, albeit he should have noticed the hazard when he first entered the furnace closet. There was unrebutted testimony from the grievant that the procedure he followed was appropriate for the situation at hand which was first prevent an explosion by shutting off appliances, then by checking the meter, and checking and relighting the appliances. At the time he was to relight the appliances, he would check the combustion air which the other Serviceman failed to do.

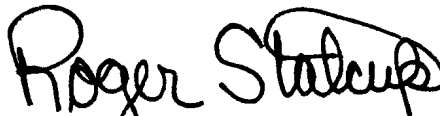
Decision

The Committee agrees, based on the fact that the grievant was assisted by another qualified Serviceman who actually performed the relight of the furnace which was the hazard and should have been solely responsible for that work. The grievant's failure to notice the hazard does not rise to the level of formal discipline, and the discipline is reduced to a coaching and counselling session.

This case is closed as per the aforementioned.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

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