



REVIEW COMMITTEE

OCT 30 1990

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

**CASE CLOSED
LOGGED AND FILED**

RECEIVED OCT 29 1990

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

General Construction Grievance No. 3-1978-89-83
P-RC 1406

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

IBEW  /Oral
/Reminder

7.1 - Just cause for
discipline-
Written Reminder
issued to Subfrmn for
failure to remove
grounds- reduced to

October 18, 1990

BYRON TOMLINSON, Chairman
General Construction
Joint Grievance Committee

BARRY HUMPHREY
General Construction
Joint Grievance Committee

Subject of the Grievance

An Underground Subforeman A in Line Construction was issued a Written Reminder for unsafe work practices without just cause.

Facts of the Case

The grievant is a Subforeman A with 25 years with the Company and no active discipline. On April 23, 1989, the grievant's crew and another crew were working at the same site. The grievant had a clearance from 8:00 p.m. to 6:00 a.m., and the other crew from 2:00 a.m. to 5:00 a.m. The crews' clearance butted up to each other. While the grievant's crew worked, the other crew energized their portions and installed grounds for the grievant's crew on new cable potheads. The grievant reported off the clearance but failed to check and ensure all grounds were removed. The grievant instructed a Lineman to close the cutout, and all grounds had not been removed. As a result, two overhead lines burned and fell causing 20 minutes outage to 1800 customers and 8 minutes outage to 500 customers. The grounds that were not removed had been installed by the grievant.

The grievant testified that he was in a hurry trying to satisfy a customer.

The Company and Union agreed that this incident had the potential of creating more serious problems and is a violation of a Safe Working Practice.

The Union argued that the discipline was too severe; the employee has long service, no active discipline, and the current practice in DBU is an Oral Reminder for a similar incident.

The Company argued that the Company was fortunate no one was hurt; it was a clear safety violation, and there is no reason to mitigate the discipline.

Disposition

The Written Reminder was issued on June 12, 1989 and has been deactivated. Both parties agree that the grievant should be disciplined. In an effort to close the case without prejudice, the Company agrees to reduce the discipline to an Oral Reminder.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER N. STALCUP, Secretary
Review Committee

JAMoffat(223-5665):mc