



PACIFIC GAS AND ELECTRIC COMPANY
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 P.O. BOX 770000
 SAN FRANCISCO, CALIFORNIA 94177
 (415) 973-8510

RICK R. DOERING, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

LAURA HENRY, Company Member
 Steam Generation
 Local Investigating Committee

BOB CHOATE, Union Member
 Steam Generation
 Local Investigating Committee

Subject of the Grievance

This case concerns a written reminder in the work performance category of positive discipline given to a Power Plant Operator for violating clearance procedures.

Facts of the Case

The grievant is a Power Plant Operator at the Geysers with 12 years service and no active discipline.

On July 11, 1992, the grievant was asked by an Electrical Foreman to make a transformer bank available. The grievant failed to obtain the switching tag for the job. He removed 4 grounds, leaving 3 grounds, and failed to walk down the equipment before energizing it. This caused the grounds on the 480 volt switchgear to burn and damage the equipment. The grievant was subsequently given a written reminder on July 15, 1993.

Discussion

The Union argued that the grievant was told by an exempt supervisor that he knew where the grounds were and pointed out only 4 grounds to the grievant. The grievant assumed that these were the only grounds. The Union believes that the supervisor assisted and condoned the actions of the grievant and that the written reminder is therefore too severe.

REVIEW COMMITTEE

AUG 1 1 1993

**CASE CLOSED
 LOGGED AND FILED**

RECEIVED AUG 1 0 1993

Steam Generation Grievance No. GPP-92-14
 P-RC 1674

7.1 -Power Plant Operator
 rec'd Written Reminder
 for violating Clearance
 Procedure.



IBEW

INTERNATIONAL BROTHERHOOD OF
 ELECTRICAL WORKERS, AFL-CIO
 LOCAL UNION 1245, I.B.E.W
 P.O. BOX 4790
 WALNUT CREEK, CALIFORNIA 94596
 (510) 933-6060
 R.W. STALCUP, SECRETARY

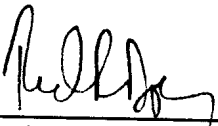
Company opined that Operators have been given ultimate responsibility for handling clearances, that the procedures for obtaining switching tags and walking down equipment before energizing it is a well-communicated policy, that the operator failed to follow these well-established procedures, and that the operator's negligence could have resulted in personal injury to co-workers and serious damage to Company property.

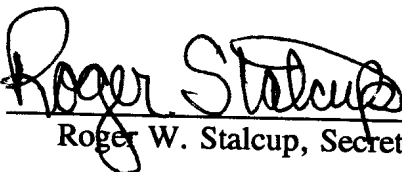
Decision

The Pre-Review Committee was unable to reach agreement on the appropriateness of the written reminder. The Committee notes that one year has passed since the grievant was issued the discipline and therefore agrees to close this case without precedent or prejudice to the position of the parties due to the deactivation of the written reminder.

FOR THE COMPANY

FOR THE UNION

By: 
Rick R. Doering, Chairman

By: 
Roger W. Stalcup, Secretary

Date: 8/10/93

Date: 8/10/93