



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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**CASE CLOSED
FILED & LOGGED**

MAR 14 1994

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

RICK R. DOERING, CHAIRMAN

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

**North Valley Division Grievance No. NOV-93-5
P-RC 1704**

**SUSAN AMPI, Company Member
North Valley Division
Local Investigating Committee**

**MICKEY HARRINGTON, Union Member
North Valley Division
Local Investigating Committee**

Subject of the Grievance:

This case concerns a Decision Making Leave given to a North Valley Division Meter Reader for allegedly driving a Company vehicle at an unsafe speed.

Facts of the Case:

The grievant has eight years of Company service. In the four months preceding the incident in question, the Company received three customer complaints that the grievant was driving a Company vehicle unsafely and at an excessive rate of speed. As a result of these complaints, the grievant was coached and counseled on October 6, 1992, was given an Oral Reminder on October 13, 1992, and a Written Reminder on November 24, 1992.

On January 14, 1993 the Company received a customer complaint that the grievant was driving a Company vehicle down a private road at an unsafe speed. The grievant was subsequently given a Decision Making Leave.

Discussion:

The Union noted that there was no posted speed limit on the road; that the customer could not identify the grievant as the driver and that it could have been another employee and Company vehicle; that the customer's explanation of how fast the vehicle was traveling is not plausible; that the Company failed to thoroughly investigate the customer's complaint by not interviewing the customer's neighbors who share the private road; and that the Company had failed to question the grievant at the Local Investigating Committee meeting.

The Company opined that the evidence supports the action taken. The customer complaint is the fourth unsolicited complaint in as many months, all for driving at an unsafe speed. Company records indicate that the grievant read the customer's meter at 11:50 a.m. and the customer complaint was received at 12:30 p.m. There is no record of another PG&E vehicle in that area and it is very unlikely that another vehicle would be driving down a private, dead end, gravel road.

Decision:


The Company and Union members of the Pre-Review Committee were unable to reach agreement on the resolution of this case. While the parties would normally have agreed to refer this grievance to the Review Committee for resolution, it was noted that the grievant has had no recent performance problems and that the Decision Making Leave has since been deactivated.

Due to the deactivation of the DML, the Company and Union have agreed to close this case without prejudice.


JOHN A. MOFFAT
Chairman, Review Committee

Date 3/10/94

SARayburn(583-4281)


ROGER W. STALCUP
Secretary, Review Committee

Date 3/14/94