



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
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R.W. STALCUP, SECRETARY

**CASE CLOSED
FILED & LOGGED**

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Diablo Division Grievance No. CON-98-01
Fact Finding File No. 6696-98-071
Pre-Review Committee Case No. 2175

Karen Savelich
Company Member
Local Investigating Committee

Frank Saxsenmeier
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a DML given to a Troublemaker for returning to two customers' homes to perform work not authorized by the Company, for misrepresenting himself, and for using his Company truck in conjunction with these after hours visits.

Facts of the Case

On two separate occasions and for two separate residences, the grievant was given trouble tags to investigate. At the first residence the customer reported a flickering light. The grievant discovered the problem to be on the customer side of the meter and not the Company's responsibility. However, he told the customer he would be willing to come back and make the repair. He gave her his PG&E business card and wrote his home phone number on it. Although there is some dispute as to how many return visits he made, there is no dispute that he did return more than once over the next several days after the initial visit. While attempting to resolve the flickering light problem, he removed the cover from a sub-panel leaving it exposed; removed the cover from two outlets and left them exposed; broke a light switch leaving the switch missing; and entered the attic to strip romax cable leaving the wire bare and exposed. These are all hazardous conditions. Because the original problem was not resolved, the customer contacted the Company again and another Troublemaker was dispatched. This Troublemaker discovered the hazards and was told by the customer that another Troublemaker had been there before and left these conditions. The second Troublemaker contacted the supervisor who then called the customer. The supervisor made arrangements for the repairs to be made by a non-PG&E Electrician. The Company bore the cost of these repairs.

The tag at the second residence was for a "part out - no electric service". The grievant determined that the cause was a defective main breaker and the responsibility of the customer. The grievant bypassed the main breaker and told the customer he would come back and install a new breaker if the customer purchased one. The customer did purchase a breaker and called the next day for the grievant to come back to install it. The grievant was off sick that day so the tag was dispatched to another Troublemaker. However, by the time the second Troublemaker arrived, the breaker had already been installed and the customer didn't know who had done so. The customer had left the breaker by the meter location. Bypassing the main breaker is a hazard as it will not perform its function of tripping off line if a circuit should overheat or become overloaded.

There is no evidence that he intended to charge these customers for his services.

Discussion

The grievant did not claim to be a licensed contractor and the record does not indicate whether he is qualified to do the electrical work he set out to do. However, it is clear from the record and the grievant did acknowledge that he put the Company at risk by his actions. It is also clear that his actions were intended to convey that he was acting on behalf of PG&E. While some Troublemens have changed breakers or outlets during regular work hours in conjunction with a work tag, it is not acceptable to go back after hours to do so using a Company vehicle or tools.

The PRC is in agreement that employees should not perform work on behalf of the Company without being authorized to do so and should not perform work they are not qualified to do.

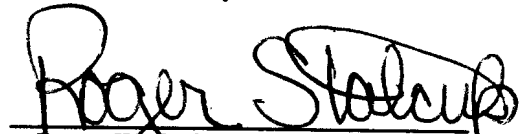
Decision

The PRC agrees that the Decision Making Leave was for just and sufficient cause. This case is closed without adjustment.


Margaret A. Short, Chairman
Review Committee

9/14/98

Date


Roger W. Stalcup, Secretary
Review Committee

9/14/98

Date