



**Pacific Gas and
Electric Company™**

REVIEW COMMITTEE



IBEW

PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

RECEIVED
OCT. 01, 1999
CASE CLOSED
FILED & LOGGED

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
PERRY ZIMMERMAN, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

California Gas Transmission Grievance No. GSO-99-02
Fact Finding Committee No. 6884-99-042
Pre-Review Committee Case No. 2223

LAURA HENRY
Company Member
Local Investigating Committee

MIKE GRILL
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder that was issued to an Operating Clerk-Typist for inappropriate conduct while attending a Company sponsored Christmas party at the San Ramon Learning Center.

Facts of the Case

On December 5, 1998, a Christmas party was held at the San Ramon Learning Center for all California Gas and Electric Transmission employees and their guests in which the grievant attended. Employees, including the grievant, paid for their dinner and lodging and the Company paid for all other expenses, including alcohol for the first two hours of the party.

According to Corporate Security Report, witnesses stated that the grievant appeared intoxicated at the Christmas party in addition to being flirtatious with many of the men present at the function. At approximately 11:10 p.m. that evening, a fire alarm was activated in the F wing lodging area of the Learning Center. The Director of Conference Services as well as an Engineer responded to the alarm and observed the grievant sitting on the floor, partially clad, with the door to her room closed, and the phone in the hallway. The Director and Engineer stated that they believed the grievant had activated the alarm because she was locked out of her room. The grievant was assisted back to her room and the fire department was contacted in time to cancel their response to the alarm.

Decision

The Committee agrees that the Written Reminder issued to the grievant and the Positive Discipline log be amended to reflect this decision.

On the basis of the foregoing, this case is considered closed.

Margaret Short

Margaret A. Short, Chairman
Review Committee

9/20/99

Date

Perry Zimmerman

Perry Zimmerman, Secretary
Review Committee

9-30-99

Date