



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4282

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

RECEIVED by LU 1245
AUGUST 25, 2000

**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
(925) 933-6060
BOB CHOATE, SECRETARY

East Bay Grievance No. OAK-99-113
Pre-Review Committee No. 11412

Pat Medrano
Company Member
Local Investigating Committee

Lulu Washington
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a DML given to a Lineman, Oakland, for failing to properly connect the neutral conductor from an under arm bus molding, resulting in damage to two customer residences and associated appliances and equipment.

Facts of the Case

The DML was given July 1, 1999 and has since deactivated. At the time of the DML, the grievant was on an active Written Reminder in the Work Performance category for another serious safety violation.

Discussion

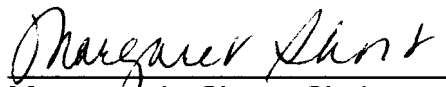
At the outset, the Union does not dispute the error or that discipline was warranted. However, the Union notes that the grievant is a journeyman on a crew and that the Crew Leader who has overall responsibility for ensuring that jobs are properly tailboarded and carried out was not disciplined. In general, the Crew Leader is disciplined at a higher level than crew members. The Union requested the discipline be reduced on the basis that the grievant should not have been any more disciplined than the Crew Foreman.

Company responded that DML was the only option if discipline was to be taken with this employee since he was already on an active WR in the same category as the incident leading to the DML. As to the Crew Leader disciplining him at a higher level than the grievant would have meant discharging the Crew Leader. The Crew Leader did receive a coaching and counseling.

The PRC agreed that working safely is strongly supported by Company and Union. Work procedures have been developed to protect employees, customers, and property. The parties have spent much time, energy, money, and training to communicate to employees the importance of working safely. Crew Leaders must be held accountable for the actions of their crew members. Crew members have the responsibility to know and follow the working procedures to insure the safety to the crew and the public. In this instant case, it was noted that none of the safeguards as prescribed in the Company's Standard Practices were followed.

Decision

This case is closed on the basis that the issue is now moot.



Margaret A. Short, Chairman
Review Committee

8/15/00
Date



Bob Choate, Secretary
Review Committee

8/15/00
Date