



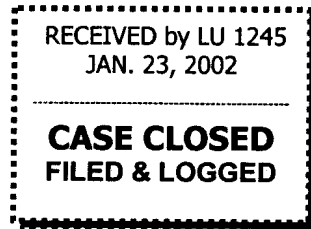
REVIEW COMMITTEE



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



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
SALIM A. TAMIMI, SECRETARY

Pre-Review Committee No. 12947
Customer Field Services - Woodland

Sybil Garrett
Company Member
Local Investigating Committee

Darryl Norris
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder issued to a Woodland Gas Service Representative for an avoidable auto accident.

Facts of the Case

While driving his Company vehicle, the grievant came upon a CalTrans pilot vehicle warning of a slow moving striping vehicle ahead. The grievant slowed to 30-35 mph, went around the pilot vehicle, and approached the striping vehicle. The grievant indicated that his clipboard fell to the floor. As he leaned over to pick up the clipboard, he ran into the striping vehicle. At the time of the accident, the grievant had no active discipline.

Discussion

The Union argued that given the grievant's long service, his clean Positive Discipline record, and the amount of driving he does, a Written Reminder is excessive. The Union also opined that it is inappropriate to consider the dollar value of the damage caused.

The Company argued that the degree of grievant's negligence was high, the amount of damage was high, and the potential for serious injury was high. The total damage to both vehicles was approximately \$34,000. Fortunately, the crash-protecting cushion prevented injury to the grievant and the occupants of the striping vehicle. Were it not for this cushion, serious injury most assuredly would have occurred.

After passing the pilot car, the grievant continued driving at 30-35 mph even though the slow moving striping vehicle was less than ¼ mile away. When his clipboard slid off the

seat, he had the option of waiting until he stopped to retrieve it or pull over. He made the decision to reach for his clipboard in this dangerous situation.

The Committee noted that the CHP Report stated that the grievant "caused this collision by driving in violation of 22350 VC (vehicle code), unsafe speed for roadway conditions, in that P-1 was driving too fast in a construction zone to safely slow his vehicle to avoid a collision". Given the grievant's negligence and the seriousness of the accident, the Committee agreed that the Written Reminder was issued for just cause.

Decision

The Written Reminder was issued for just cause. This case is closed without adjustment.

Margaret Short

Margaret A. Short, Chairman
Review Committee

1/23/02

Date

Salim A. Tamimi

Sam Tamimi, Secretary
Review Committee

1-23-02

Date