



REVIEW COMMITTEE

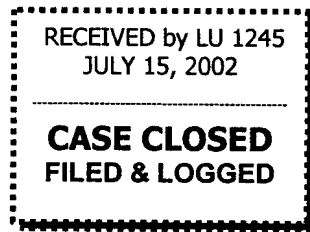
IBEW



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



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. 13285
Customer Field Services – Meter Reading, Merced

Margaret Franklin
Company Member
Local Investigating Committee

Gary Hughes
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Meter Reader for curbing.

Facts of the Case

The grievant worked as a Meter Reader in Merced from October 17, 1995 until his discharge on May 13, 2002. At various times he was classified as a Hiring Hall, probationary, and regular status Meter Reader.

On February 8, 2001 the grievant came upon a meter that was inverted. He knew from the truck in the driveway that the resident was a Company employee. The grievant knocked on the door and asked the woman who answered the door (wife) if he could speak with her husband. The grievant was directed to the backyard where he found the employee (husband).

The grievant told the customer (employee) that his meter was upside down and that he should "get back to the house to turn his meter right side up." Grievant then compared the employee's usage, 300 kilowatts and then decided to add 800 kilowatts so that it would appear to be normal usage. The grievant stated that the employee did not ask him to add the 800 kilowatts.

The grievant indicated he did this because at the time he was Hiring Hall and believed this long service employee could help him get a regular full-time Meter Reader position. Company records and the supervisor's testimony indicate the grievant had been hired into a regular position and was in his first six months – probationary status on February 8, 2001 when the incident occurred.

At the outset, the PRC agreed that the grievant's actions constituted curbing and that the penalty is discharge without consideration to any mitigating circumstances. The preponderance of evidence indicates the grievant was aware at the time that what he did was curb and that the penalty was discharge.

When the grievant returned to the office that day, he reported the inverted meter to the Sr. Meter Reader but did not tell the Sr. that he added 800 kilowatts to the read. According to the Sr. the two of them reviewed the account and didn't see anything out of the ordinary. The Sr. asked the grievant if he'd reported the incident by pressing a key on the electronic meter reading device. Doing so generates a report to be investigated by a Revenue Protection Representative.

Discussion

At the outset, the PRC agreed that the grievant's actions constituted curbing and that the penalty is discharge without consideration to any mitigating circumstances. The preponderance of evidence indicates the grievant was aware at the time that what he did was curb and that the penalty was discharge.

Decision

The discharge was for just and sufficient cause. This case is closed without adjustment.

Margaret Short

Margaret A. Short, Chairman
Review Committee

7/15/02

Date

Sam A. Tamimi

Sam Tamimi, Secretary
Review Committee

7-15-02

Date