



REVIEW COMMITTEE



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

RECEIVED by LU 1245
JAN. 06, 2003
**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
SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Pre-Review Committee No. 13712
OM&C – Electric T &D - Colma

Vern Wittman
Company Member
Local Investigating Committee

Bernard Smallwood
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder in the conduct category given an Electric Crew Foreman for inappropriate and profane comments to a customer.

Facts of the Case

The grievant is long service and had no active discipline prior to the Written Reminder at issue in this grievance.

The grievant was in charge of a four-person crew assigned to change out a transformer at a Country Club. The ECF encountered first the General Manager of the Country Club and then an electrical contractor hired by the General Manager. In his conversation with both men, the ECF used profanity and did not exhibit the behavior expected of employees in dealing with customers. Additionally, the grievant did not properly tailboard the job with his crew or explain the procedures and safety concerns to the customer.

Discussion

The parties discussed the facts of this case, noting that the grievant admits using some profanity in his conversations with the customer. Company noted that his long service was a consideration in determining the level of discipline.

Decision

The PRC agreed that the Written Reminder was issued for just and sufficient cause. This case is closed without adjustment.

Margaret A. Short
Margaret A. Short, Chairman
Review Committee

12/23/02
Date

Salim A. Tamimi
Sam Tamimi, Secretary
Review Committee

12-23-02
Date