

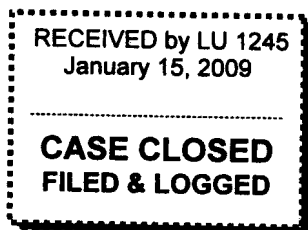


REVIEW COMMITTEE



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

JOHN A. MOFFAT, CHAIRMAN
DECISION
LETTER DECISION
PRE-REVIEW REFERRAL



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
BOB CHOATE, SECRETARY

Pre-Review Committee No. 17873 Energy Delivery – Electric Substation Maintenance - Fresno

Margaret Franklin
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of an Electrician for violation of company policies, specifically, Rule 313(b) and (c), Motor Vehicle Operation, of the Code of Safe Practices and Substation Maintenance & Construction Manual, Section 7, 15 Minute Condition Battery Quarterly.

Facts of the Case

On September 13, 2007 the grievant's supervisor observed him to be asleep in his company vehicle with the engine running and the wheels not chocked. The vehicle was parked in front of the control building at Old Kearney substation approximately 10 feet from an energized 12 KV feeder circuit. The front passenger door was open and the grievant was laying with his head in the middle of the seat and his legs hanging out of the vehicle. He was observed for several minutes around 12:35 p.m.

On September 28, 2007 the grievant was assigned to complete a Battery Quarterly maintenance at Fig Garden Substation. When questioned, he indicated he had completed the inspection. However, six days later the battery connector was removed by another employee as it was corroded. This employee was sent to take a station read and noted it was obvious the battery quarterly had not been completed because the tops of the batteries had not been cleaned. Corroded connectors can result in battery failure which can lead to a long outage affecting several thousand customers or injury. Pictures of the connectors show extensive corrosion and pictures of the batteries show they had not been cleaned, more than could have occurred in six days since the grievant inspected it.

The grievant was hired November 13 1984 and had almost 23 years of service when discharged October 18, 2007. The grievant was on an active DML for a switching error

occurring on February 6, 2007 which he failed to report. Following the DML, on March 5, he failed to use protective grounding when working at Kerman 1101, and a decision to mitigate discharge was made. Prior to the DML, the grievant was given two Written Reminders one in Conduct (May 5, 2006) and one in Work Performance (July 5, 2006).

The DML and the WR in Work Performance were both grieved and upheld.

Discussion

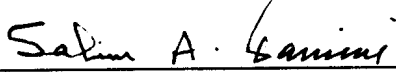
The Pre-Review Committee noted the grievant's extensive disciplinary record, and that he could have been discharged for failure to ground while on an active DML and was given a last chance coaching and counseling for his failure to use protective grounds. Failure to ground is usually a DML standing alone

Decision

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



John A. Moffat, Chairman
Review Committee

 For BC.

Bob Choate, Secretary
Review Committee

1/14/2009

Date

01-14-09

Date