



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-6725

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94698
(707) 452-2700

JOHN MOFFAT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

RECEIVED by LU 1245
September 11, 2009

**CASE CLOSED
FILED & LOGGED**

BOB CHOATE, SECRETARY

Pre-Review Committee No. 18192 Energy Delivery – Gas T&D – San Francisco

Durla Kelleher
Company Member
Local investigating Committee

Landis Martilla
Union Member
Local Investigating Committee

Subject of the Grievance:

The grievant was demoted and disciplined for actions that resulted in an uncontrolled gas release, loss of service to customers and repairing the leak without following procedures.

Facts of the Case:

The grievant is a Working Foreman B with an employment date of July 24, 1983. The grievant at the time of the incident was on a Written Reminder for conduct.

The grievant had a crew member break a pipe that in his opinion was abandoned which is customary practice. The grievant failed to follow procedures to verify whether the pipe was abandoned or in service. Once the pipe was broken it was apparent that the pipe was not abandoned. The grievant proceeded to stop the leak, but in doing so ignored the safety rules and procedures.

The grievant as the crew leader had several employees who were not OQ'd install Dresser fittings without bagging and tapping the main.

No one was hurt and a small number of customers were without service.

Discussion

The parties discussed at length the appropriateness of the demotion for life. It is clear that better judgment should have been used and employees do not get to pick and choose which safety rules to follow. This grievant placed him and his crew members in harms way and failed to follow established procedures. There was agreement that the DML was appropriate.

Decision:

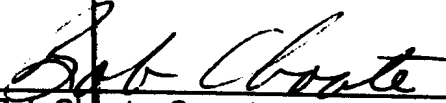
The parties are in agreement that the DML is appropriate. The Demotion is appropriate for the duration of the DML. If there are no further safety infractions attributed to this employee he then can bid back to the Working Foreman classification once the DML is deactivated.



John A. Moffat, Chairman
Review Committee

9/4/2009

Date



Bob Choate, Secretary
Review Committee

9/4/09

Date