



REVIEW COMMITTEE



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

RECEIVED by LU 1245
February 6, 2009

**CASE CLOSED
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

Pre-Review Committee No. 18596
Energy Delivery – San Francisco Electric T&D

Durla Kelleher
Company Member
Local Investigating Committee

Landis Marttila
Union Member
Local Investigating Committee

Grievance Issue:

An Oral reminder was issued to a Cable Splicer for insubordination for failing to report to work.

Facts of the Case:

The grievant is a Cable Splicer with six years of Company Service, at the time of the incident the grievant was an Apprentice Cable Splicer. The grievant had signed the 212 list and was needed for an emergency work assignment on a Sunday. He was instructed to come to work. The grievant told the supervisor that he could not come in because of child care issues. The grievant did not report to work until his normal work hours on Monday. The event was an all hands situation. The night crew had already been at work for 30 hours and needed relief.

The grievant's regular work hours are M-F 7:00 a.m. to 3:30 p.m.

Discussion


The Union argued that the grievant has legitimate issues with child care and reported as soon as he was able to get child care. The grievant readily signs the 212 list and he makes himself available for emergency overtime. In this case the employee should not be penalized. He reported as soon as he could report. The Company needs to give more consideration and compassion to employees with child care issues.

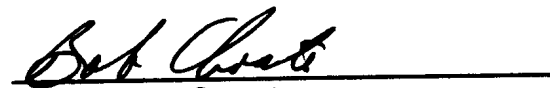
Company position is the continuity of service is critical to the customer and the Company. Employees who sign the 212 list are committing to be available for overtime assignments during a specific timeframe. Arb 37 and PRC 436 Company demonstrated the severity of failing to report for overtime assignments. The discipline in the past for failure to follow a

direct work order resulted in a written reminder. The Company did in this case show some compassion by only giving an Oral Reminder.

Decision

This case is closed without adjustment.


John A. Moffat, Chairman
Review Committee
2/6/09
Date


Bob Choate, Secretary
Review Committee
2/6/09
Date