



REVIEW COMMITTEE

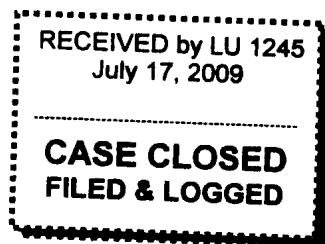


PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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(415) 973-6725

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

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL



BOB CHOATE, SECRETARY

Pre-Review Committee No. 18779 Customer Care – Gas Service - Concord

Bryan Kauffman
Company Member
Local investigating Committee

Lula Washington
Union Member
Local Investigating Committee

Subject of the Grievance:

The Company issued a Written Reminder to a Gas Serviceman for using a cellular phone while driving without using a hands free device.

Facts of the Case:

A third party called to report a PG&E employee was driving a Company vehicle and using a cellular phone without a hands free device and was swerving into another lane. The supervisor spoke with the employee about the incident and he admitted to using the phone without the hands free device while driving a Company vehicle and it was possible that he moved into another lane as he was looking for something in the cab.

The grievant understood that he was to use a hands free device. That it is a violation of Company rules to drive using a cellular device without a hands free unit.

The grievant had no other discipline on record and has won a number recognitions and awards for his work performance.

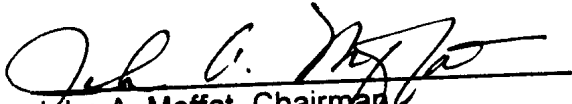
Discussion

The Union argued that the discipline is too severe based on the employees time, his work record, the severity of the infraction, and being honest.

The Company argued that the grievant violated the law and Company rules. The grievant was honest in admitting what he did and does have a good work record, but all employees should be honest and perform work to the best of their ability. In this case it was fortunate it was only a complaint by the public and no one was hurt.


Decision

Based on the fact that the grievant violated a well known and established Company Policy and the State Law on cell phone use while driving a Company vehicle this case is closed with the understanding that the Written Reminder will be in the Work Performance category in the grievant's file.



John A. Moffat, Chairman
Review Committee

7/9/09
Date



Bob Choate, Secretary
Review Committee

7/9/09
Date