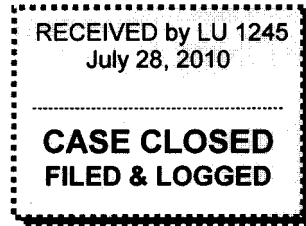




REVIEW COMMITTEE



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 94696
(707) 452-2700

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

BOB CHOATE, SECRETARY

Pre-Review Committee No. 19393 Energy Delivery – GC Line - Petaluma

Carol Quinney
Company Member
Local Investigating Committee

Joe Osterlund
Union Member
Local Investigating Committee

Subject of the Grievance:

The Grievant was issued a Written Reminder for a backing accident.

Facts of the Case:

The Grievant is an MEO with 20 years of Company Service and no active discipline at the time of the incident.

The Grievant was working at an enclosure with a GC crew and contractor. She was asked by the Company inspector to go over and help out the contract crew. She finished what she needed to do before moving over to assist the contractor. A contractor then was helping her back out. The Grievant had walked around the vehicle and spoke with the contractor and was comfortable with the contractor backing her out. The Grievant proceeded to back out using both mirrors and as she turned, the front of the vehicle struck and broke a taillight of a parked vehicle.

Since the accident bumper markers have been added to the Vac truck. The Grievant is familiar with the vehicle and has operated without incident

Discussion:

The Union argued that the discipline was too severe. The Grievant had a contractor at the site backing her out and struck the vehicle following that person's direction. The Grievant has an excellent work record and no other types of incidents.

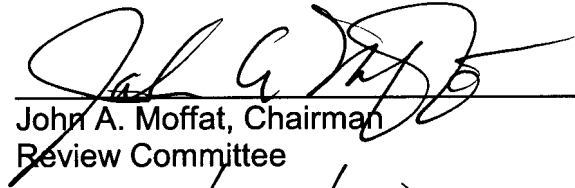
The Company argued that another PG&E employee should have been backing her out. The Grievant struck a parked car on her side of the vehicle and should have seen it. The Company normally issues Written Reminders for Backing Accidents and this is consistent with that application.

Decision:

The parties agree that the employee has and very good record and since the incident she has had no further mishaps. The damage was minor and she was using someone to back her out. It appears

she was trying to follow proper procedures but unfortunately struck a parked car causing minor damage.

Discipline is appropriate because the driver is responsible for her/his driving. However, in this case based on the facts presented mitigation is appropriate and the Written Reminder is reduced to an Oral Reminder.



John A. Moffat, Chairman
Review Committee

7/27/10
Date



Bob Choate, Secretary
Review Committee

7/27/10
Date