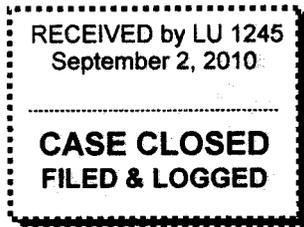




## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
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(707) 452-2700

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

### Pre-Review Committee No. 19464 Generation – Hydro - Burney

Robin Wix  
Company Member  
Local investigating Committee

Kit Stice  
Union Member  
Local Investigating Committee

#### Grievance Issue:

Grievant, a Telecommunication Technician was issued a Written Reminder for leaving his work area without permission.

#### Facts of the Case:

The grievant is a Telecommunication Technician with 25 years of service and no active discipline.

The grievant was assigned to work on a truck radio at Pit 3. The grievant also was preparing for a solar panel job for the next day when it was determined that he did not have enough material to do the job and the material was not available in Burney. The grievant decided to head to Redding to obtain the additional material. The grievant understands that he needed permission from his supervisor and made several attempts to contact him and left him a message. ...

The grievant felt that he did not have enough time to install the radio at Pit 3 as previously instructed since it was already 11:00 a.m. The grievant claimed that he left his Company cell phone at home and that his page doesn't always receive a signal in that area. The grievant used his personal cell phone to call his supervisor.

The grievant attempted to contact his supervisor as he was heading toward Redding. The grievant intended to drive as far as Hillcrest which is about 15 minutes west of Burney. If he did not receive permission he would go to Pit 3 and look for the truck that needed the radio. As in the past the grievant was confident that he would receive permission. The supervisor paged the grievant and called him on his cell but was unable to reach him. The supervisor did finally reach the grievant by phone. The grievant was given permission by the supervisor to continue to Redding since he was already on his way there.

#### Discussion

The Union argued that the grievant tried to contact the supervisor to obtain permission to leave the area to gather materials for the next day's work and that the decision was a good one for efficiency. The grievant did receive permission to go to Redding.

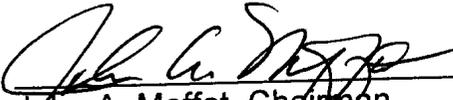
The Company argued that by the time the grievant attempted to contact the supervisor he had already violated the policy. The policy had been tail-boarded to all employees (the grievant was present) that they are not to deviate from their assigned work area without permission just 26 days earlier. Additionally, the message the grievant left on the supervisor's voicemail made no mention of going to Redding.

The PRC argued this case at several meetings and no resolution was made

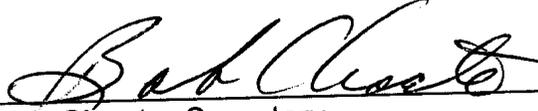
Decision

The discipline in this case has been deactivated and the issue is moot.

The parties agree to close this case out without adjustment and with out prejudice

  
\_\_\_\_\_  
John A. Moffat, Chairman  
Review Committee

8/27/2010  
Date

  
\_\_\_\_\_  
Bob Choate, Secretary  
Review Committee

8/27/2010  
Date