

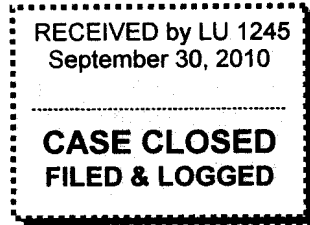


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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(707) 452-2700



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

BOB CHOATE, SECRETARY

Pre-Review Committee Nos. 19504 & 19505 Energy Delivery – Electric T&D - Shasta

Robin Wix
Company Member
Local Investigating Committee

Kit Stice
Union Member
Local Investigating Committee

Subject of the Grievance

These cases concern DMLs issued for grounding errors.

Facts of the Case

The grievant, a Lineman, in Grievance 19504 has 12 years of Company service and currently is currently on a Written Reminder for improper grounding.

The grievant, a Lineman, in Grievance 19505 is a 6 year employee with no active PD at the time of the incident and was temporarily upgraded to Electric Crew Foreman.

The incident occurred on Sunday, 7/19/2009, according to the Grounding Tailboard form the proper grounding procedure was not followed in accordance with the Underground Distribution procedures.

The crew placed a ground at the work location but did not bracket ground as required by the Company approved procedures and as they are instructed and trained to do.

The grievant (19505) stated that he had done grounds like this in the past under the direction of experienced Crew Leaders and did not think he was breaking any rules.

The grievant (19504) had taken the skills maintenance test on 3/3/2009 where he received a 100% score. He answered the question correctly on the preferred method in an underground system, which was bracket grounding.

The Supervisor on the job site had a Gas background but the Electric Crew Leader and the electric journeyman are responsible to ensure that the electrical work procedures are properly followed. The Troublemaker at the site was not involved in the grounding Tailboard.

Discussion

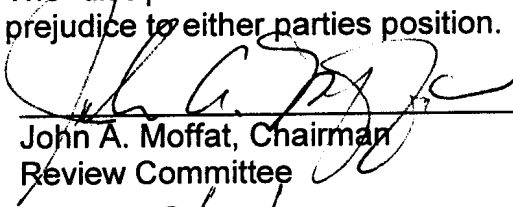
The Union argued that the discipline is too severe. The grievants had limited experience in this type of work and one of the grievants was upgraded Lineman to Crew Leader. The exempt supervisor at the work site was aware of the type of grounding being used and saw nothing wrong. The Union further argued that we are holding the bargaining unit to a higher standard than that of management.

The Company argued there is no dispute that the grievants failed to use the proper grounding method. The grievant in 19504 was on a Written Reminder for improper grounding at the time of this incident. The grievant in 19505 was upgraded to Crew Leader and is appropriately held to a higher standard. The grievant statement that he had limited underground experience should have been an indication that he should have verified the method before proceeding. The supervisor at the job site had a gas background and relies on the journeyman electrical employees to understand and perform the work according to the procedures and training.

Decision

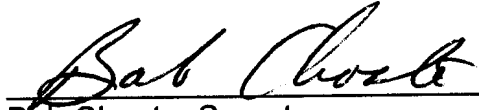
Given the heightened awareness around grounding and the additional training that has been provided to the employees there is no reason not to use the proper grounding method. The issue in the case was the level of discipline.

The discipline in these cases has been deactivated. These cases are closed without prejudice to either parties position.



John A. Moffat, Chairman
Review Committee
9/30/10

Date



Bob Choate, Secretary
Review Committee
9/30/10

Date