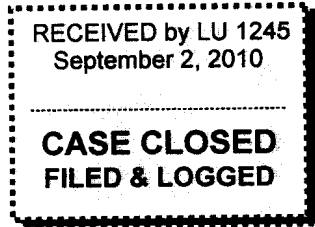




PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-6725

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

REVIEW COMMITTEE



IBEW



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

BOB CHOATE, SECRETARY

Pre-Review Committee No. 19720 Customer Care – Gas Service - Woodland

Marlene Brock
Company Member
Local Investigating Committee

Darryl Norris
Union Member
Local Investigating Committee

Subject of the Grievance

The grievant was issued a Written Reminder for entering false information into FAS.

Facts of the Case

The grievant is a Gas Service Representative with 27 years of service and no active discipline.

On November 4 the grievant was issued a Written Reminder for making false entries into the FAS system.

The Supervisor was doing informal field verifications on October 7, 2009. He noticed the grievant's FAS information indicated that he was on a lunch break. So the supervisor drove to the grievant's next work address. At 1:10 p.m. the grievant updated his FAS and said he was in route and at 1:15 p.m. FAS was updated again and said he was on site. The supervisor saw the grievant pull in at 1:21 p.m. to the work address.

The grievant did not know why the earlier time was reported. He did speculate it could be something to do the FAS system. He also stated on these types of master meter locations he often stops at the entrance and logs on site and then proceeds to the work location.

Discussion

The Union argued that this case is only about a few minutes of time. In the past the Company had only issued Written Reminders for extreme time differences and usually

related to being out of the area. Additionally, plausible explanations have been considered and whether it was mistakes and not false entries.

The Company has instructed employees to enter actual times and event even if four to six minutes seems minor they are still false entries. These entries seem to always be around the lunch period and even though he was not disciplined for excessive lunch periods the circumstances make it difficult to say these were just honest mistakes.

Decision

The grievant is aware of the importance of accurate reporting of time and that it is a work rule violation. The amount time in this case is not relevant it is a false entry. The Union offered to reduce the discipline as the grievant has no active discipline and is a long time employee. The Company rejected the offer as it is imperative that FAS information needs to be accurate and the grievant's long time service is an indication that he is aware of the noting accurate information

The PRC agrees that the discipline was for just cause and this case is closed without adjustment.



John A. Moffat, Chairman
Review Committee

8/27/2010

Date



Bob Choate, Secretary
Review Committee

8/27/2010

Date