



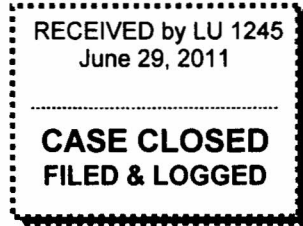
REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700



DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER JR, SECRETARY

Pre-Review Committee Nos. 19952, 19953 and 19954 Energy Delivery – GC Line - Petaluma

Carol Quinney
Company Member
Local Investigating Committee

Ed Dwyer
Union Member
Local Investigating Committee

Subject of the Grievances

These grievances concern a Decision Making Leave (DML) and 12 month demotion of a Sub-foreman and Written Reminders issued to two crew members.

Facts of the Case

A member of this crew, a Lineman, fell from a pole and was fatally injured. The cause of the fall and fatal injury was the Lineman not being belted to the pole. The incident happened on October 7, 2009 and the discipline was issued on January 27, 2010.

The infractions cited by the Company through their investigation were that an appropriate tailboard was not done prior to beginning work at the site; that the grounding was not complete; and that the hole was open for too long a period of time prior to requesting a helicopter. None of these infractions were cited as the root cause for the fatal accident. The Union disagreed with these findings.

Discussion

Union argued that the discipline was too severe for the incident. A full tailboard was conducted with multiple crews prior to the crew going to work at the pole site. There was a minor grounding error, but this did not cause the employee's accident or contribute to the fatality.

The Company argued that the crew failed to protect the worksite by not including a guy wire in the grounding scheme and leaving the pole hole open too long prior to calling for the helicopter. The Sub-foreman failed to discuss with the crew what hazards were at the site once they arrived at the location.

The Committee noted that these grievances have been discussed extensively through the various steps of the grievance procedure. Despite these discussions, the parties could not reach resolution. At this point, the active period of the discipline has expired and the Sub-foreman has been returned to his classification following the completion of his 12 month demotion.

Decision

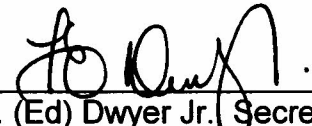
The Committee agrees to close these cases without adjustment and without prejudice to the positions of the parties.



Doug Veader, Chairman
Review Committee

6/28/11

Date



F.E. (Ed) Dwyer Jr. Secretary
Review Committee

6/28/2011

Date