



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.
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(707) 452-2700

- ROBIN WIX, CHAIRMAN
- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Pre-Review Committee Number 22314 Electric Operations – Restoration & Control – Chico

Robin Wix
Company Member
Local Investigating Committee

Kit Stice
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder (WR) issued to a Troubleman for a switching error.

Facts of the Case

The grievant is a Troubleman with 33 years of service and has held the Troubleman classification for approximately 15 years. The grievant had no active discipline at the time of the incident.

On 9/25/2013, grievant was directed to switching assignment in place of another Troubleman whose truck had broken down. Grievant had been at the same jobsite location the prior day performing other duties. Upon arrival, grievant had difficulty finding the location of operation #1 which caused him to become frustrated because he knew the crew was waiting for him to complete the switching. Grievant successfully completed operation #1 and moved to operation #2 where he performed switching on the wrong switch causing an outage to 127 customers.

Discussion

The Committee reviewed RC 11575 which determined the level of discipline for a switching error to be a WR wherein it states *"The parties agree that generally a Written Reminder is the appropriate level of discipline for a switching error."* The Committee also reviewed Letter Agreement 13-05-PGE which outlines when discipline is appropriate for safety incidents.

The Union argued for consideration of mitigating the discipline based on the grievant's long service (33 years) and his work record. Additionally, the grievant has bid out of the Troubleman classification since the issuance of the Written Reminder and has had no further incidents since the discipline was issued ten months ago.

Decision

The parties could not agree to the appropriate level of discipline in this case. The Committee did agree, without prejudice, to deactivate the Written Reminder in consideration of the employee's long service and this case is considered closed.



 Robin Wix, Chairman
 Review Committee

8/25/14

 Date



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

8/25/14

 Date