

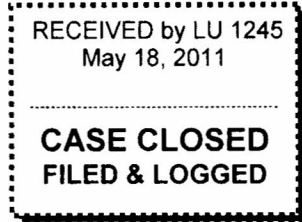


REVIEW COMMITTEE



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

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



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

FE (Ed) Dwyer Jr., SECRETARY

Pre-Review Committee Nos. 20206 and 20238 Energy Delivery – TSM&C - Merced

Margaret Franklin
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance

The grievant was issued a Written Reminder followed by a Decision Marking Leave (DML), which were related to Switching errors, allegedly without just cause.

Facts of the Case

The Grievant is an Electrical Maintenance Crew Leader, hired in 1975 and has been in his current position since 2007.

On February 26, 2010, the grievant was performing switching to energize and test a new CB's. There was a good tailboard and the procedures were being properly followed. Step 32 of the procedure reads remove tag, which is a MOL tag and check open apparatus. The grievant performed the switching operation, removed the tag off the switch, rather than check it open, he closed the switch. This caused a single phase condition to the bank. On April 21, 2010 the grievant was issued a Written Reminder.

On April 16, 2010, the grievant was required to put a bank back into service after the work was completed by an Electrical Technician. The grievant opened the wrong breaker in error. The error was he closed 2101 instead of 2102 which resulted in an outage. The grievant was at the wrong switch and had not performed the required verification. On May 10, 2010, the grievant was issued a DML for this incident.

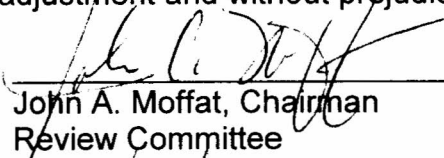
Discussion

Company argued that as an Electric Crew Leader the grievant was more than qualified to perform the assignments. A written reminder was appropriate for the first incident and is consistent with discipline given to others. The DML was also appropriate for the error committed by the grievant.

The Union argued that due to confusion around the tag that the discipline should have been mitigated to a lower step in the PD process. The second incident should also be lowered based on the first. The Union further argued that the grievant needed more training on this type of work.

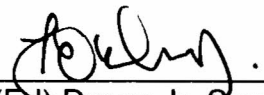
Decision

The discipline in both cases is now moot and the parties agree to close the cases without adjustment and without prejudice.



John A. Moffat, Chairman
Review Committee
5/16/2011

Date



F.E. (Ed) Dwyer Jr, Secretary
Review Committee
5/16/2011

Date