

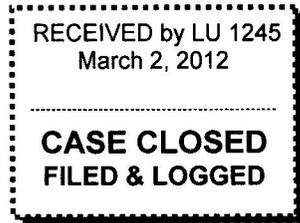


## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N2Z  
P.O. BOX 770000  
SAN FRANCISCO, CA 94177  
(650) 598-7567

DOUG VEADER, CHAIRMAN  
 DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL



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

F.E. (ED) DWYER Jr, SECRETARY

### Pre-Review Committee Number 20805 Electric Operations – TSM&C – Martin Substation

Michelle Lee  
Company Member  
Local Investigating Committee

Landis Marttila  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns a Decision Making Leave (DML) issued to an Electrician for running a red light.

#### Facts of the Case

The grievant is an Electrician with 25 years of service. At the time of the incident his active disciplinary record consisted of an Oral Reminder and two coaching and counseling sessions all in the Work Performance category. The Company received a red light violation citation for the Company vehicle driven by the grievant. The citation includes photographs of the vehicle in the intersection while the light is red. The grievant indicated at the LIC that he thought the light was green and indicated that he would dispute the citation in court.

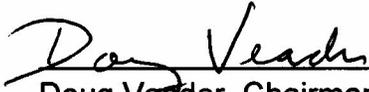
#### Discussion

The Union argued that the decision to issue the DML should have been mitigated given the grievant's long service and positive safety record. Additionally, the grievant indicated that he was travelling at a low rate of speed and the intersection was long. The Union believes that if in fact the grievant ran the red light, he did not do so intentionally.

The Company responded that it is clear that the grievant ran the red light based on the photographs attached to the citation. The Company also pointed out that running a red light is a very serious motor vehicle infraction. According to the Federal Highway Administration, red-light running related crashes result in more injuries than any other type of crash. Every year, nearly 1,000 deaths result from red-light running. Given the seriousness of the violation, his active Oral Reminder and two coaching sessions, mitigation is not warranted.

**Decision**

The disciplinary action has deactivated making the grievance issue moot. Committee agrees to close this grievance without prejudice to the positions of the parties.

  
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Doug Veader, Chairman  
Review Committee

3/1/12  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Ed Dwyer, Secretary  
Review Committee

3/1/2012  
\_\_\_\_\_  
Date