

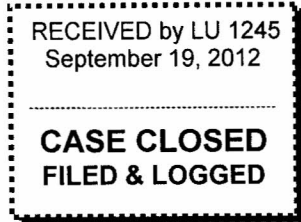


REVIEW COMMITTEE



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 Number 21088 Electric Operations – TSM&C – Merced

Margaret Franklin
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of an Electrician due to a serious grounding incident.

Facts of the Case

The grievant was an Electrician with 9 years of service and no active discipline at the time of discharge. The grievant was being assisted by a 4th step Apprentice Electrician in completing a mechanism service on a circuit breaker at a substation. Before all six grounds were removed, the grievant began switching to energize the facility causing an explosion resulting in an outage to a glass plant which the substation served. The apprentice, who was still working inside the cabinet at the time, was not injured. He stated that the grievant did not advise him that he was beginning operations to energize.

During the investigation, the grievant stated he removed the three grounds on the line side and believed he told the apprentice to remove the remaining three grounds on the breaker side. The apprentice stated he did not hear the grievant give him these instructions. During the Local Investigating Committee, the grievant confirmed his understanding that it would have been a violation to have the apprentice remove the grounds without an observer. He then commented that he could not recall what he had said to the apprentice.

The grievant did not observe the apprentice remove the grounds and did not verify their removal by either visual or verbal confirmation. The grievant reported to the Grid Control Center that all six grounds had been removed and documented the same on the Switch Log. Additionally, he did not complete the section which confirms that the grounds had been removed.

Discussion

The Union argued that discharge is too severe a consequence for the actions of the grievant. The Union also stated that there have been several cases in which former GC Electricians have been disciplined for switching errors after transferring in as Division Electricians. In this case the grievant was in the position for five years however the Union believes that the Company should be aware that some additional training may be warranted for newly transferred employees.

The Company responded that this is an extremely serious safety incident which, only by pure luck, did not result in a fatality. The safety violations committed by the grievant were numerous and significant. Additionally, the grievant documented both verbally and in writing that he had performed work which he had not. Discharge was clearly warranted.

Decision

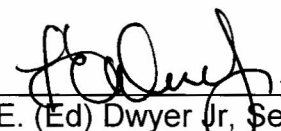
The Committee agrees the discharge was for just cause and closes this grievance without adjustment.



Doug Veader, Chairman
Review Committee

9/18/12

Date



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

9/18/2012

Date