



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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RECEIVED by LU 1245
September 6, 2013

**CASE CLOSED
FILED & LOGGED**

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 21778 Electric Operations – Electric T&D – Concord

Brenda Legge
Company Member
Local Investigating Committee

Lou Mennel
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave (DML) issued to a Lineman for conduct.

Facts of the Case

The grievant is a Lineman with nine years of service and no active discipline at the time of the incident.

The Company's Equal Employment Opportunity and Employment Relations organization investigated an anonymous complaint and concluded that the grievant had placed an inappropriate sign containing a sexual innuendo on the chest of a co-worker who was sleeping in a chair at the Service Center. The grievant admitted he took part in making the sign, but denied being the one who ultimately placed the sign.

Discussion

The Committee agreed that based on the evidence, including the grievant's own statements, he made the sign and at least attempted to place it on the employee. The Committee could not agree on the appropriate level of discipline. The Union argued that the DML was excessive as the grievant was only joking around. The Company argued that such behavior cannot be condoned and can have serious consequences.

Decision

The Committee could not reach agreement on this grievance. Given that the DML has deactivated, the Committee agreed to close the grievance out on the basis that the matter is now moot.

Doug Veader 9/6/13
Doug Veader, Chairman Date
Review Committee

F.E. (Ed) Dwyer Jr 9/6/2013
F.E. (Ed) Dwyer Jr, Secretary Date
Review Committee