



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 21784 Gas Operations – Gas T&D – San Jose

Jodi Baxter
Company Member
Local Investigating Committee

Bill Brill
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave (DML) and demotion of a Fieldperson.

Facts of the Case

At the time of the discipline and demotion the grievant was a Fieldperson with 11 years of service. He had an active Written Reminder in the work performance category.

A contractor dig-in occurred as a result of the grievant mismarking a service. The grievant was instructed to go back to the work site and double-check the markings. Two days later there was a second dig-in at the site as a result of another mismatch. Subsequent to this a third dig-in at the site occurred as a result of a service which the grievant did not mark.

Discussion

The Committee reviewed the grievant's statements regarding factors which contributed to the dig-ins. The Committee also reviewed the Company representative statements regarding the steps which the grievant should have reasonably taken to ensure the markings were correct.

The Union argued that two of the dig-ins were not the fault of the grievant. In one instance, the map did not show service to the convenience store across the street, and it is not an expectation that he walk over to every building to confirm the map was correct. In another instance, the grievant instructed the contract crew to pothole the area. If this had been done correctly, there would have been no dig-in.

The Company responded that it is clear that the grievant's performance on the days in question was not acceptable. While the Union disputes the grievant's culpability for two of the dig-ins, there is no dispute that he did not completely or thoroughly re-check his markings as instructed by his supervisor following the first dig-in. He did not take the time to pull the Gas Service Records, and he should have done so.

Decision

Based on the review of the facts of this case, including the active Written Reminder, the Committee agrees to uphold the DML on the basis that it was issued for just cause.

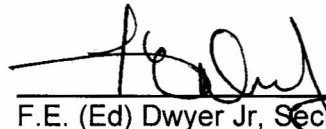
The Committee also agrees to leave the demotion in place with an equity settlement of \$7,000 as a partial offset for the differential in pay between the Fieldperson and Utility Worker classification which is without prejudice to the parties' positions.



Doug Veeder, Chairman
Review Committee

9/25/13

Date



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

9/25/2013

Date