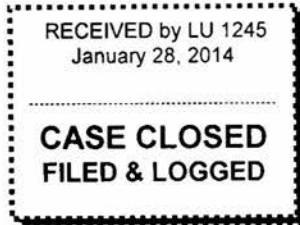




REVIEW COMMITTEE



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



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 22101 Electric Operations – Restoration – Cupertino

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) issued to a Troubleman for misuse of Company time and making false entries into the Field Automation System (FAS) during regular work hours.

Facts of the Case

The grievant is a Troubleman with 33 years of service and no active discipline at the time of the incident. The Company received a complaint from an external customer that the grievant was paid for time not worked. Corporate Security conducted an investigation which compared FAS data with GPS data on 30 random dates over a seven month period. The investigation concluded that there were 19 separate events (for a total of 14.5 hours) where the grievant's GPS location did not match the location he entered into FAS.

Discussion

The Union argued that the grievant was just doing what he had been told by supervision. He had been instructed to account for his time by charging it to a job in order to keep the appearance of non-productive time down. Additionally, some of the time at home can be accounted for by time spent on the phone with customers trying to take care of problems without the need for a physical visit or to standby for storm response.

The Company pointed out that there is nothing to corroborate the grievant's story that he was told to make false entries in order to conceal his non-productive time. Additionally, many of the false entries cannot be explained away as misunderstandings or accounting issues. For example, while indicating in FAS that he was working on specific tags he spent 5½ hours at his friend's home, 1½ hours at a shopping center, 1¼ hours at Carl's Jr. and ½ hour at

Starbucks. It should be noted that despite four stops and 3½ hours at restaurants and shopping centers, the grievant indicated he did not stop to eat a meal the entire day and submitted for and was paid for the missed meals he claimed he did not have time to eat.

Decision


The Committee agrees the DML was issued for just cause. This case is closed without adjustment.



Robin Wix, Chairman
Review Committee

1/27/14

Date



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

1/27/14

Date