



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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ROBIN WIX, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Pre-Review Committee Number 22567 Electric Operations – Substation M & C – Bakersfield

Deborah Harper
Company Member
Local Investigating Committee

Dave Sankey
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder (WR) issued to a Substation Electrician for a switching error.

Facts of the Case

The grievant is a Substation Electrician with 9 years of service. The grievant had no active discipline at the time of the incident.

On 2/20/2014, the grievant was working a switch log at the 500 KV Midway Substation when he made two switching errors. The first error occurred at Step 7 of the switch log. The grievant misunderstood the operation and ungrounded the line potential devices on the Diablo-Midway #3 500 KV line. The grievant then continued on to the next step of the switch log. The second error occurred at Step 48 where the grievant saw the air gaps in a lowered position and mistook them to be the ground switch and that it was open. The grievant assumed this satisfied Step 48 and knowing he had already ungrounded the line potentials, he recorded Step 48 as complete and moved to the next step. When the grievant performed Steps 59 and 60, the relays operated. The Line tripped when initially energized. No customers were affected.

Discussion

The Union argued that the grievant had limited experience with switching 500KV, and had never switched at the Midway Substation prior to this event. Additionally, the investigation revealed a need for more formalized training for switching 500KV. The LIC report states that the Company was aware there have been various errors in the switch logs for this Substation which have caused confusion when switching at this Substation. The Union further argued that the Kerkkey interlock devices were not working and had they been it would have prevented the Line from tripping when it was energized. All of these factors should have mitigated the level of discipline for this incident. Letter of Agreement 13-05-PGE, the Safety Discipline Agreement, is

appropriate document to apply in this case and should have resulted in a safety discussion, not discipline.

The Company argued that the grievant stated during the investigation that he "had an uneasy feeling and he stopped to reassess the situation" however he failed to resolve the situation before moving on to the next step. At this point the grievant should have reviewed the switch log, contacted the GCC to question Step 48, or contacted his supervisor for assistance. The grievant failed to follow through on his initial concerns and assumed he could move forward. The grievant's lack of experience with this substation and the 500KV switching should have been further reason for the grievant to double check what he determined was a duplicate step on the switch log. The grievant's lack of action and moving forward on assumptions was reckless and therefore the Written Reminder was issued for just cause.

The Committee reviewed Exhibit 2b of the LIC report. The Substation Maintenance Supervisor indicated the discipline would be deactivated on February 19, 2015.

Decision

Following much discussion and the fact that the discipline has been deactivated the Committee agrees to close the case without adjustment and without prejudice to position of the parties.

Robin Wix 3/9/15
Robin Wix, Chairman Date
Review Committee

F.E. (Ed) Dwyer Jr. 3/9/15
F.E. (Ed) Dwyer Jr, Secretary Date
Review Committee