



## PRE-REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
375 N. WIGET LANE, SUITE 130  
WALNUT CREEK, CA 94598  
(415) 973-8599

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

CLAIRE IANDOLI, CHAIRPERSON

KIT STICE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

### Pre-Review Committee Number 23183 Gas – Locate & Mark – Hayward

Vanessa Parker  
Company Member  
Local Investigating Committee

Lou Mennel  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns a Written Reminder issued to a Fieldperson at the Hayward Service Center for work performance issues including arriving late to assignments, delayed assignments, leaving the work site early, and failing to record his hours accurately on timecards.

#### Facts of the Case

The Grievant is a Fieldperson with 3 years of service. The Grievant reports to the Locate and Mark Supervisor who has offices in Concord and Hayward. He had no active discipline at the time of the incidents.

The Grievant was performing Standby work when these incidents arose. Standby work requires the Fieldperson to observe the contractor while they excavate and/or break soil within 5 feet of the Company's gas transmission lines in order to ensure safe excavation practices.

In order to obtain a Standby, the contractor must put the request in writing with the time requested and contact the Stand by Coordinator to schedule the appointment.

The Grievant was assigned 5 Standby assignments on 3/9/15, 3/24/15, 3/26/15, 3/27/15 and 3/31/15.

- On 3/9/15, the Standby form requested PG&E excavation oversight from 8:00 a.m.-1:30 p.m. The contractor released the grievant at 11:30 a.m. The grievant contacted the dispatcher at 1:30 p.m. and filled out his timecard indicating he was on Standby from 7:00 a.m. - 3:30 p.m.
- On 3/24/15 the Standby form requested PG&E excavation oversight from 7:30 a.m.-3:00 p.m. The grievant arrived at the job at 10:30 a.m. and left the worksite at approximately

11:45 a.m. The grievant filled out his timecard indicating he was on Standby from 7:00 a.m. - 3:30 p.m.

- On 3/26/15 the Standby form requested PG&E excavation oversight from 8:00 a.m.-1:00 p.m. The grievant had a DOT appointment on this day at 1:00 p.m. The grievant filled out his timecard indicating he was on Standby from 7:00 a.m. - 3:30 p.m.
- On 3/27/15 the Standby form requested PG&E excavation oversight from 8:00 a.m.-3:30 p.m. The job was shut down at 1:00 p.m. due to a problem. The grievant filled out his timecard indicating he was on Standby from 7:00 a.m. - 3:30 p.m.
- On 3/31/15 the Standby form requested PG&E excavation oversight from 8:00 a.m.-1:00 p.m. The grievant's supervisor received a call from a contractor at approximately 10:15 a.m. stating the grievant was not at the jobsite. Grievant did not arrive on the job until 11:30 a.m.

Discussion

The Union argued that this case was merely one related to training the grievant on paperwork. According to the Union, the supervisor should have advised the grievant to correct his timecard in early March rather than waiting a month to address the inconsistencies. The Union argued that no discipline was appropriate in this case.

The Company argued that the grievant submitted inaccurate timecards, reflecting he was working at the jobsite when he clearly was not present, and his late reporting on at least two occasions demonstrate substandard work performance at minimum and potential falsification of records. Given the scrutiny after San Bruno, the Company's records, especially excavating records, must be completed accurately to account for actual work performed. Based on his late reporting to assignments, leaving the worksite early on other occasions, and the multiple inconsistencies and inaccuracies in his record-keeping and timecards, the Written Reminder was issued for just cause.

Decision

The Committee agreed the discipline was for just cause. This case is closed without adjustment.

Claire I                      5/26/16  
 Claire Iandoli, Chairperson      Date  
 Review Committee

Kit Stice                      5/26/16  
 Kit Stice, Secretary              Date  
 Review Committee