



REVIEW COMMITTEE

IBEW



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LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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CLAIRE IANDOLI, CHAIRPERSON

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Pre-Review Committee Number 24231 Electric Operations- Substation Maintenance – Vaca-Dixon Substation

Denise Floyd
Company Member
Local Investigating Committee

Keith Hopp
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the Company issuing a written reminder in work performance to a substation electrician headquartered at the Vaca-Dixon substation. The grievant was on an active oral reminder for work performance at the time of this incident.

Facts of the Case

Grievant has 32 years of employment with the Company. Grievant was issued a Written Reminder on May 31, 2017, for work performance issues associated with the partial inspection of Cordelia substation; replacement of a fuse and nitrogen bottle and for having the Fault Pressure Relay cut out for two hours which was considered to be a safety issue. At the time of the Written Reminder, Grievant had active discipline of an Oral Reminder for poor work performance and 3 separate Coaching and Counseling memos in the category of work performance.

Discussion

Company stated it is abnormal to cut the relay out prior to getting Distribution Operator (DO) approval because of the risk in cutting out early. Both the Supervisor and one other Electrician familiar with this type of equipment confirmed having the Fault Pressure Relay cut out for two hours was an unsafe condition.

The Union argued that Grievant should not be faulted for the time it took to perform a partial inspection nor for replacement of the nitrogen bottle. The Company alleged the size of the fuse should have been readily apparent to an Electrician with 32 years of experience but the Union countered that each substation is different and they do not all contain the same size fuses.

Decision

The Committee discussed this case at length and agreed that the most egregious allegation was the failure to communicate with the DO about the Fault Pressure Relay cut out time of two hours. As a result, the Written Reminder was the appropriate level of discipline in this case. This case is closed without adjustment.

Claire ICA 3/22/18
Claire Iandoli, Chairperson Date
Review Committee

Kit Stice 3-22-18
Kit Stice, Secretary Date
Review Committee