



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-6725

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

RECEIVED by LU 1245
March 5, 2010

**CASE CLOSED
FILED & LOGGED**

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Review Committee No. 17971
Energy Delivery – GC Gas - Newman
(Arb. Case # 292)

Deborah Sargent
Company Member
Local investigating Committee

Mike Haentjens
Union Member
Local Investigating Committee

Grievance Issue:

The grievant a Working Foreman A was terminated for an altercation with a crew member and other violations of the Employee Conduct Policy.

Facts of the Case:

The facts in this case as stated in the investigatory reports are not in dispute.

In August of 2009 a Confidential Settlement Agreement and Release was reached by all of the parties involved in this case, including the grievant. The grievant released the Company from all claims.

Discussion:

The Union had argued the severity of the discipline and the Company maintained the position that the discipline was appropriate and for just cause.

Decision:

Since the grievant released the Company from all claims the grievance is closed.

For the Company:

John Moffat
Gayle Hamilton
Dave Morris
Mike Savage

By: _____

Date: _____

2/11/2010

For the Union:

Bob Choate
William R. Bouzek
Louis Mennel
Karen Russel

By: _____

Date: _____

2/11/2010