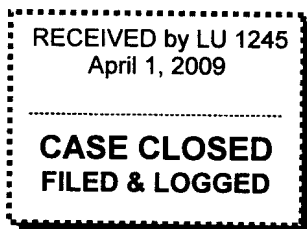




REVIEW COMMITTEE



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

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee No. 18157
Energy Delivery – Electric T&D - Bakersfield

Melanie Curry
Company Member
Local Investigating Committee

Bob Dean
Union Member
Local Investigating Committee

Grievance Issue:

This grievance concerns the termination of a Lineman with four years of service for a significant safety violation.

Facts of the Case:

The Grievant was terminated on February 21, 2008.

The Grievant was terminated for violation of safe work practices. The Grievant had no active discipline at the time of the discharge.

The Grievant and an apprentice were assigned to de-energize a transformer and remove the underground cable for a building scheduled for demolition. The Grievant and the apprentice arrived at the job site and noted that the conductor did not match the job tag and they returned the tag for more information. The following day the tag was reissued.

The Grievant and the apprentice returned to the job site. In the process of performing the work the Grievant violated several safety procedures and used inappropriate equipment resulting in significant injury to himself. The Grievant used the boom to pull conduit instead of using the proper equipment, he was wearing a safety harness but failed to secure it to the bucket and did not request permission from ECCO to open the primary riser.

The Grievant admitted that he knew the proper equipment and procedures to use and that he knew he should have asked for help.

Discussion:

The Company argued based on the facts in this case the employee a journeyman lineman with an apprentice had a blatant disregard for safety procedures resulting in injury, his inability to follow established work practices and short service that the discharge was with just cause.

The Union argued that the employee was reluctant to ask for help, that the Grievant is normally assigned overhead work, and that discipline is appropriate in this case but not discharge.

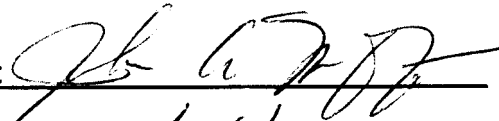
Decision:

The parties agree that the Grievant was a short service employee who violated safety procedures and work practices while mentoring an apprentice justifies the discipline.

The parties agree that the termination was for just and sufficient cause and this case is closed without adjustment.

For the Company:


John Moffat
Gayle Hamilton
Dave Morris
Malia Wolf

By: 

Date: 3/31/09

For the Union:

Bob Choate
William R. Bouzek
Louis Mennel
Russ Rylee
Karen Russel

By: 

Date: 3/31/09