

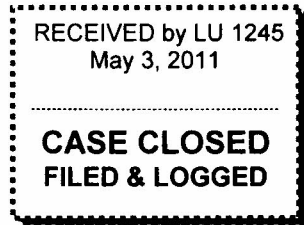


REVIEW COMMITTEE



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

JOHN A. MOFFAT, CHAIRMAN
DECISION
LETTER DECISION
PRE-REVIEW REFERRAL



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

BOB CHOATE, SECRETARY

Review Committee No. 19457 Energy Delivery – Electric T&D - Woodland

Deanna Helm
Company Member
Local Investigating Committee

Darryl Norris
Union Member
Local Investigating Committee

Subject of the Grievance

The grievant was terminated for a work procedure error and providing false information during the investigation.

Facts of the Case

The grievant, a Lineman, at the time of discharge had six years of Company Service. He was terminated on July 31, 2009. The termination was for a work procedure error. The grievant was on an active Written Reminder that was issued on February 12, 2009, for work performance.

The crew responded to a down wire after a Troublemaker had made safe. The crew reported on line and completed the job by rubber glove mode rather than grounding. The repair according to the records took 16 minutes. The method used according to T&D Bulletin 2009-1 should be bracket grounding and that rubber gloving is not an acceptable work procedure for a down wire.

T&D Bulletin 2009-1 was tailboarded to the grievant on January 30, 2009. The grievant attended Lineman Skills Training one week prior to the incident. Bulletin 2009-1 was again communicated and he received a copy of the General Grounding Module.

The crew did a reenactment of work procedure the crew said they used. Prep time took 20 minutes versus the seven and the actual work time to complete the project was 61 minutes versus the 16 minutes reported.

The entire crew was disciplined as result of this incident. The Electric Crew Foreman was terminated; the other Lineman with no active discipline was issued a DML.

Discussion

Union argued that the work procedure used was a common practice within the department for a wire down. The further argued that the reenactment may have taken longer than the actual job but that is not dispositive that the work was not done as described.

The Company argued that the grievant demonstrated a blatant disregard for safety procedures. The Company has notified and trained the grievant as well as the rest of the department on the proper methods to be used in this situation. The crew used a non-approved rubber glove method for a downed wire, as well as failing to follow rubber glove procedures. The grievant was on an active Written Reminder for an unsafe act, in which he showed a disrespect and disregard for the safety rules and the safety of the crew.

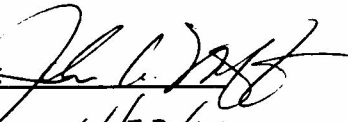
Decision

Given the potential for serious injury and death in this incident, the grievant's record for unsafe behavior and the fact that he was on an active Written Reminder, the parties agree that the discipline was for just cause.

This case is closed without adjustment.


For the Company:

John Moffat
Gayle Hamilton
Dave Morris
Mike Savage

By: 
Date: 4/22/11

For the Union:

Bob Choate
William R. Bouzek
Louis Mennel
Karen Russel

By: 
Date: 4/22/11