

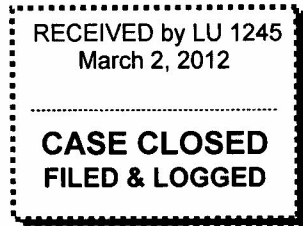


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(650) 598-7567

DOUG VEADER, 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

F.E. (ED) DWYER Jr, SECRETARY

Review Committee Number 21056 Gas Operations – Gas T&D – Sacramento

Marlene Brock
Company Member
Local Investigating Committee

Darryl Norris
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Fieldperson for falsification of his timecard and incurring unauthorized expenses.

Facts of the Case

The grievant was a Fieldperson with nine years of service and no active discipline at the time of his discharge. He was attending a nine day leak training class in Livermore from Monday (4/11) through Thursday (4/21). On Tuesday (4/19), the instructor informed the class of twelve that training would end the next day and that they were to report for work at their regular headquarters on Thursday (4/21). These instructions were repeated on Wednesday. The grievant was present when these instructions were given, but indicated that he did not hear the instructions.

The grievant completed the class and was released on Wednesday at approximately 1:30 pm. Rather than returning to his home that day, the grievant decided to spend an additional night at the hotel. He also charged dinner that night to the Company. He checked out the next morning at 10:02 am and then drove approximately two hours to his home. He did not report to work on Thursday. He did not seek permission from his supervisor to incur the additional lodging or meal costs, or to miss work on Thursday.

When the grievant submitted his time card, he indicated that he was in training on Thursday for eight hours that included an additional two hours of overtime for travel home.

Discussion

The Union argued that discharge was too severe. The grievant was exhausted from the training and felt it would be unsafe to drive home. When he returned to the hotel, he believed it was too late to check out and avoid a charge for the night. In regard to the time card issue, the grievant was unfamiliar with how to properly complete timecards, having just transferred from General Construction where his timecards were completed by his Sub foreman.

The Company responded that the grievant was the only one of the twelve students who claimed to not hear the instructions to return home. Even if he had not heard the instructions, he was dismissed in time to check out of the hotel, travel home on straight time, and report to work on Thursday as instructed. Instead, the grievant chose to incur an additional night of lodging charges, eat dinner at Company expense, and take the following day off. He then submitted his timecard to receive a full day's pay for Thursday plus two hours of overtime to travel.

Decision

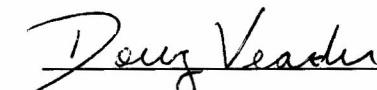
The Committee agrees the discharge was for just cause and closes this case without adjustment.

For the Company:

Doug Veader
Laura Sellheim
Ruben Ramirez
Mike Savage

For the Union:

F.E. (Ed) Dwyer, Jr.
James Brager
Mike Scafani
Karen Russel



Doug Veader, Chairman
Review Committee

3/1/12

Date



F. E. (Ed) Dwyer, Secretary
Review Committee

3/1/2012

Date