



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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VACAVILLE, CALIFORNIA 94696
(707) 452-2700

DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F. E. (ED) DWYER Jr, SECRETARY

Review Committee Number 21201 Electric Operations – Electric T&D – San Jose

Yvonne Bradley
Company Member
Local Investigating Committee

Bill Brill
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Compliance Inspector for falsifying Company records by indicating he inspected underground enclosures which he had not inspected.

Facts of the Case

The grievant is a Compliance Inspector with 27 years of service. At the time of the incident the grievant had no active disciplinary action.

The Company conducted a system-wide audit and quality assurance review of compliance inspection reports after it was revealed that some inspection reports had been falsified. As a result of this investigation, it was determined that the grievant falsified inspection reports for multiple underground enclosures. A Company member of the Inspection Review Committee provided the Local Investigating Committee (LIC) with details regarding the enclosures including the factors which were considered. Based on the review, it was determined that the grievant had not opened the enclosures.

During the LIC, the grievant stated that he opened and inspected all of the enclosures in question with the exception of one enclosure. On that one, he probably didn't open it as he concluded it was empty based on his inspection of a nearby transformer. He stated that previous supervisors had told him he didn't need to inspect empty enclosures. He also stated that the passage of time could account for the changes in conditions between the two inspections.

Discussion

The Review Committee reviewed in detail all of the information given by the Company and the grievant including the pictures submitted by each. Factors used by the Company in

determining whether the enclosures had been opened included items such as dirt and vegetation coverage, condition of bolts, existence of washers, and physical obstructions.

The Union argued that the amount of time between the initial inspection and the re-inspection could account for conditions at the time of re-inspection. Much of the vegetation could be attributed to the growth which would have occurred. The dirt covering the lids could also be attributed to natural change over time. The grievant brought evidence to light that started the investigation.

The Company responded that the investigation was very rigorous and the evidence is compelling. The amount of time which had transpired between the two inspections would not account for the change in conditions. Some of the inspections were only 46 to 51 days apart and could not have accounted for the vegetation, compacted dirt, and moss. In regard to the one enclosure he admits not inspecting, the EDPM manual indicates all enclosures are to be opened.

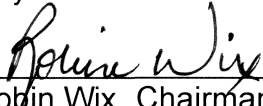
The Review Committee discussed Arbitration Decision Number 314 which involved the termination of a Compliance Inspector for falsification of inspection records for a single underground enclosure. The termination of the long service employee was upheld based on the photographed physical evidence that the enclosure was not opened.

Decision

Consistent with Arbitration Decision Number 314, the Committee agrees that the evidence supports the conclusion that the grievant falsified inspections records. The discharge is for just cause and this case is considered closed without adjustment.

For the Company:

Laura Sellheim
Rod Williams
Tanya Moniz-Witten

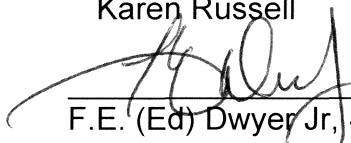


Robin Wix, Chairman
Review Committee

4/23/14
Date

For the Union:

Jim Brager
John Blaylock
Karen Russell



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

4/23/14
Date