

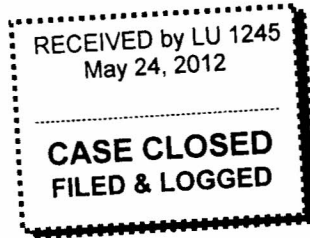


REVIEW COMMITTEE

IBEW



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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DOUG VEADER, CHAIRMAN
DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Review Committee Number 21203 Electric Operations – Electric T&D – San Francisco

Michelle Roberts
Company Member
Local Investigating Committee

Landis Marttila
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Compliance Inspector for falsification of an underground enclosure inspection.

Facts of the Case

The grievant is a Compliance Inspector with 27 years of service and no active discipline at the time of his discharge.

The Company initiated a system-wide investigation into allegations of falsification of inspection records. There had been no allegations leveled against the grievant. As part of the system-wide audit, the records for 2,240 of the grievant's inspections were reviewed. The investigation concluded that the grievant had falsified the inspection records for one underground enclosure.

Discussion

The issue before the Committee was whether the facts supported the investigation's conclusion that the grievant had falsified the inspection. The grievant claimed he had erroneously marked the enclosure as completed on the inspection log and map.

The Committee spent a great deal of time going over the facts of this case. The conclusion of the Committee is that the grievant did not knowingly submit a falsified inspection report. He did, however, fail to exercise sufficient care in his record keeping for the one inspection in question. This is a work performance issue, not a conduct issue.

Decision

The Committee agrees to settle this grievance by reinstating the grievant under the terms listed below:

- Placed on Written Reminder (Work Performance) effective upon his return to work
- Back pay (based on straight time hours only and offset by outside earnings)
- Benefits in tact
- Must pass pre-employment drug screen

The decision to reinstate is based solely on the conclusion of the Review Committee that the grievant did not falsify the inspection documents. This conclusion is based on the specific corroborated facts of this grievance and does not set precedence in the determination of falsification in any other cases.

Since the Committee concluded that falsification did not occur, this decision is also without prejudice to cases where the facts support that a falsification has occurred. In such cases, the falsification of an inspection of a gas or electric facility could be just cause for discharge.

For the Company:

Doug Veader
Laura Sellheim
Ruben Ramirez
Mike Savage

By: Doug Veader

Date: 5/24/12

For the Union:

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

By: [Signature]

Date: 5/24/2012