

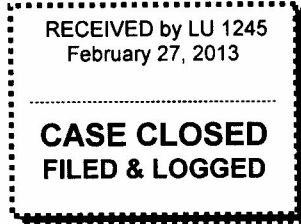


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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(707) 452-2700



- DOUG VEADER, CHAIRMAN
- DECISION
 - LETTER DECISION
 - PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Review Committee Number 21354 Electric Operations – Electric T&D - Fresno

Monica Oakes
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Lineman for vandalizing Company vehicles.

Facts of the Case

The grievant was a Lineman with six years of service and no active discipline at the time of discharge.

A Security Department investigation determined that the grievant had vandalized numerous Company vehicles in the Fresno Service Center. The Security Report identified 48 acts of vandalism including grease applied under doorknobs and behind the emergency brake release, removal of a windshield wiper bracket/blades and control knobs, zip ties placed on a drive shaft, and talcum powder placed in the air vent (which blew into a Meter Reader's face when she started her vehicle).

The grievant indicated that an incident had occurred where a Meter Reader vehicle had been parked so close to his personal vehicle that he had to crawl through the passenger side. He admitted that in response to this incident, he performed the acts described in the Security Report, but considered them as "pranks" and not vandalism. He denied breaking anything or placing grease on the windshield.

During the Local Investigating Committee, the grievant explained that his thinking was "you like to play games by blocking my truck, so we'll play games". He described in detail how he placed the powder and set the vents so the Meter Reader would get a full face of powder when the vehicle was started. He also described how he placed the grease in strategic

locations where he knew someone would grab it and how he pulled the control knobs off and threw them under the seat of the vehicle.

Discussion

The Committee thoroughly reviewed the facts of this case and finds the grievant's behavior was excessive and involved multiple employees not connected with the original incident. The Committee can find no basis to mitigate the decision to discharge the grievant.

Decision

Based on the facts of this case the Committee agrees the discharge was for just cause and closes this grievance without adjustment.

For the Company:

Doug Veader
Laura Sellheim
Rod Williams
Tanya Moniz-Witten

By: Doug Veader
Date: 2/26/13

For the Union:

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

By: F.E. Dwyer Jr.
Date: 2/26/2013