



## 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.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

ROBIN WIX, CHAIRMAN  
☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

F.E. (Ed) Dwyer, Jr., SECRETARY

### **Review Committee Number 22527 Electric Operations – Public Safety & Regulatory – Stockton**

Deborah Sargent  
Company Member  
Local Investigating Committee

Ken Amaral  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns the discharge of a Compliance Inspector for falsification of Company inspection records.

#### Facts of the Case

The grievant was a Compliance Inspector in Stockton with 23 years of service and no active discipline at the time of his discharge. The grievant held the Compliance Inspector classification from November 2011 until his termination on March 20, 2014.

The Public Safety & Regulatory (PS&R) supervisor conducted a standard work validation assessment of inspections completed by the grievant between November 2013 and January 2014. The following discrepancies (damage, missing items, or needed repairs to electrical poles) were identified:

- Of the four PS&R maps reviewed, there were many discrepancies identified as not having been addressed.
- Some PS&R maps appeared to show minor work performed at certain locations, while serious conditions at these locations were not addressed.

Training records verify that the grievant had the necessary training to adequately perform the duties of a Compliance Inspector. The grievant also received the annual Compliance and Ethics and Employee Code of Conduct trainings in 2013.

#### Discussion

The Union argued that the grievant is a 23 year employee with an excellent work history. The identified errors were the result of a temporary downturn in work performance and not intentional falsification of inspection records as alleged by the Company. There is no proof that the grievant did not go to each location as he documented, only that he failed to identify all necessary items to be fixed or reported. The Union further argued that during the period reviewed, November 2013 through

January 2014, the grievant was experiencing multiple stressful events in his personal life which ultimately affected his work performance. Based on the grievant's years of service and overall good work record, the Company should return the grievant to work and place him on the appropriate level of discipline.

The Company argued that the grievant did not perform the inspections as documented on his inspection reports. Several of the grievant's timecards show very high activity performed in short, unreasonable timeframes. The grievant failed to identify and report multiple serious conditions of Company poles and equipment. Additionally, the grievant documented that he made some minor repairs which were never done, and in some instances performed minor repairs but did not issue Electric Construction Notifications for other required repairs of the same facilities. The grievant submitted inspection reports for 57 poles that he claims to have inspected within four hours, as documented on his timecard, yet upon re-inspection multiple problems that should have been identified and corrected or reported by the grievant were not completed, supporting the Company's determination that the inspections were never done. The Company argued this is not an issue of poor work performance as argued by the Union, but one where the grievant knowingly falsified Company inspection records.

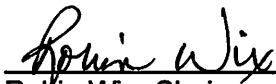
The Review Committee reviewed PRC 19812 which upheld the termination of a 30 year Compliance Inspector who had no active discipline at the time of his termination. The employee in that case falsified Company records by documenting that he had completed inspections on electrical facilities which he had not performed.

#### Decision

The Review Committee discussed this case at length and agreed, based on the totality of the records, termination was for just cause.

#### **For the Company:**

Robin Wix  
Laura Sellheim  
Rod Williams  
Chris Zenner

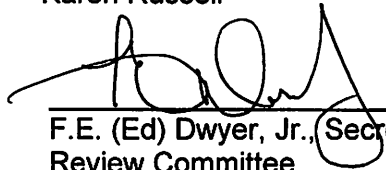


Robin Wix, Chairman  
Review Committee

6/24/15  
Date

#### **For the Union:**

Ed Dwyer  
Jeff Bennett  
Robert Mohler  
Karen Russell



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

6/24/2015  
Date