



# REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4282

RECEIVED by LU 1245  
December 24, 2004  
  
**CASE CLOSED  
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700  
SALIM A. TAMIMI, SECRETARY

MARGARET A. SHORT, CHAIRMAN

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

## Arbitration Case No 268 Review Committee No. 14023 Nuclear Generation - DCP

Derrick Schmidt  
Company Member  
Local Investigating Committee

Dan Lockwood  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns the discharge of a Chemistry and Radiation Technician from DCP for falsification of a radiological survey.

### Facts of the Case

This grievance was pursued through all steps of the grievance procedure and was referred to arbitration. However, prior to an arbitration hearing, the parties reached a confidential equity settlement with respect to the grievant's status.

In addition, the parties agreed to the precedential Decision below. The Decision is to be communicated to employees at DCP and Humboldt Bay Power Plant.

### Decision

IBEW Local 1245 and PG&E agree that the responsibilities within the Company's nuclear organizations carry a fundamental requirement that the record of activities be accurate and reliable. Accordingly, the parties agree that falsification of a nuclear related document is just cause for discharge without mitigation.

On the basis of the foregoing understanding, this case is considered closed.

### **For the Company:**

Margaret A. Short  
Bob Lipscomb  
Dave Morris  
Toby Tyler

### **For the Union:**

Sam Tamimi  
William R. Bouzek  
Louis Mennel  
Sherrick A. Slattery

By: Margaret Short

By: Salim A. Tamimi

Date: 12/23/04

Date: 12-23-04