



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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KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Review Committee Number 25020 Arbitration No. 371 Gas Operations – Gas Compliance - Stockton

Brenda Legge
Company Member
Local Investigating Committee

Lloyd Cargo
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance concerns the termination of a Gas Compliance Representative for making inappropriate comments to a co-worker.

Facts of the Case

The Grievant was originally hired in 2001 and was terminated in April 2019. At the time of the incident, he had an active Decision Making Leave due to conduct violations. The DML was issued in February 2019, and during that meeting, the supervisor reviewed all conduct and performance expectations with the Grievant.

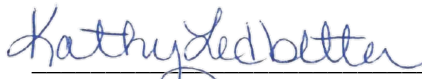
The Company investigated concerns brought forward by a co-worker following the DML. The Company investigation found that the Grievant had made comments of a sexual nature to the co-worker. Based upon the seriousness of the events and the active Decision Making Leave, the Grievant was terminated.

Discussion & Decision

While both parties initially disagreed on the facts and their severity, the parties have subsequently reached a confidential settlement in this case.

This case should be considered closed based on the above. The settlement should be considered as non-transferable and without precedent toward either party.

For the Company:


Kathy Ledbetter 01/21/2021
Chairperson, Review Committee Date

For the Union:


Lloyd Cargo 01/21/2021
Secretary, Review Committee Date