



REVIEW COMMITTEE

DEC 26 1990

**CASE CLOSED
LOGGED AND FILED**

RECEIVED DEC 26 1990

7.1 - Just cause for discipli
-Unauthorized access to
Paymt Processing Comput
System; tampering with
Program.



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 916
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

DBU Grievance No. 46-142-89-58
P-RC 1454

December 19, 1990

Subject of the Grievance

This case concerns a Decision Making Leave issued to a Utility Machine Operator for gaining unauthorized access to computer resources.

Facts of the Case

The grievant, like all employees of the Payment Processing Computer System, is assigned a Personal Identification Number (PIN) to allow him to enter the system. In addition, a clearance authorization code is assigned to allow access only to those programs in the system necessary for carrying out job responsibilities. The grievant admitted covertly observing a Customer Engineer punch in his PIN and then used that PIN to gain access to the computer program and change his clearance code to the most secure code. In addition, the grievant copied system, program and data files.

Using the unauthorized clearance code, the grievant changed the configuration of his workstation keyboard to eliminate a keystroke normally required in the processing of payments. Processing of payments is covered under the section's negotiated Bonus Achievement Program. A reduction in the processing time resulting in an increase in the number of payments processed would enable the grievant to earn more money.


The grievant explained that he was experimenting to see whether his tinkering might result in something that could be submitted to the Ideas In Action suggestion system.

Settlement

While the Committee is loath to appear to be stifling the creativity and ingenuity of employees, the grievant's explanation for his actions in this case falls short of being credible. It is noted that at no time did the grievant consult with or inform supervision of his alleged idea. The manner in which the grievant changed his security access is evidence that he was aware the codes were established for access on a need-to-know basis. Furthermore, his actions after gaining high level access exacerbated the wrongdoing.

The Committee is in agreement that the discipline in this case was issued with just cause and the case is closed without adjustment. Such closure should be so noted by the Local Investigating Committee.


DAVID J. BERGMAN, Chairman
Review Committee


ROGER W. STALCUP, Secretary
Review Committee

RRD:mc