



REVIEW COMMITTEE

3.4 & DOT Drug Free Pipeline Program L/A
DOT random sample urine collection procedure violated confidentiality & dignity of (



PACIFIC GAS AND ELECTRIC COMPANY
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SAN FRANCISCO, CALIFORNIA 94106
(415) 973-1125

JUN 27 1991

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

**CASE CLOSED
LOGGED AND FILED**

RECEIVED JUN 25 1991

ENCON Grievance No. 3-2148-90-93
P-RC 1491

Subject of the Grievance:

A urine sample collection procedure violated the confidentiality and dignity of the Grievant when the sample taken at the job site in the "blue room" was split on the hood of a car in view of the crew and the public.

Discussion and Decision:

Company and Union agreed that the modesty and privacy of the individuals being tested should be maintained. Company noted that the treatment of the Grievant was unfortunate and inappropriate.

Company agreed that appropriate collection procedures regarding privacy are clearly outlined in Attachment I-1-G and 3-B of Letter Agreement R3-90-861, the Company's Drug Free Pipeline Program. Company will do all it can to assure that employees are accorded privacy and respect during this procedure.

On the basis of the above, this case is considered closed and should be so noted by the Joint Grievance Committee minutes.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee