



REVIEW COMMITTEE

7.1 -Just cause for disciplin
Written Reminder issued to
crew for safety rule viola-
tions after causing line
truck to roll over.

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
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(415) 973-1125

JUN 25 1992

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

**CASE CLOSED
LOGGED AND FILED**

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED JUN 24 1992

Vaca Valley Division Grievance Nos. VAC-91-1, VAC-91-2, & VAC-91-3
P-RC 1558

June 22, 1992

KELLY ADAMS, Company Member
Vaca Valley Division
Local Investigating Committee

WAYNE GREER, Union Member
Vaca Valley Division
Local Investigating Committee

Subject of the Grievance:

These grievances allege that each of the three crew members, a Crew Foreman and two Linemen, were given Written Reminders for safety negligence without just cause.

Facts of the Case:

On April 17, 1991, a three man crew was to set a new pole and hang a new transformer. In the process of lifting the transformer, the boom gave way, and both the truck and the transformer went down.

On April 30, 1991, the Company issued written reminders to the grievants for causing a truck rollover incident. The actual damage is estimated between \$15,000 - \$20,000. Due to extensive damage, the truck has been taken permanently out of service.

Discussion:

The Company issued disciplinary action to the grievants because they were all experienced Linemen and were aware of the resources available to them, i.e., lifting instructions on the back of the line truck and the availability of a transformer gin if necessary, but they did not use them. Additionally, improper procedures were taken in positioning the truck. The Company contends that the level of discipline is commensurate with the violations and is issued for just cause. The discipline was administered without discrimination or prejudice to all the employees directly involved in the incident.

June 22, 1992

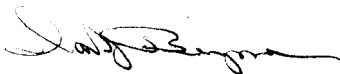
As a result of the LIC, the Electric Crew Foreman's level of discipline was reduced to an Oral Reminder. The level of discipline was reduced because it was believed that the Crew Foreman could not have foreseen or predicted the crews' behavior on the job assignment. The crew members were of the belief that the Foreman gave an appropriate tailboard necessary for the job assignment.

The Union contends that the levels of discipline in this case are inappropriate for the violations. The Union rests with its opinion that the grievants should be removed from all steps of the Positive Discipline process.

Decision:

Due to the elapsed amount of time that has occurred since the discipline was issued, both the oral reminder and the written reminders have been deactivated, in accordance with the Company's Positive Discipline policy. Therefore, this grievance is moot.

This case is closed and settled without prejudice to the position of the parties, and such closure should be so noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

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