

7.1 -Just cause. Power Plant
Oper issued WR for not
following clearance
procedures.



REVIEW COMMITTEE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
201 MISSION STREET, 1513A
SAN FRANCISCO, CALIFORNIA 94105
(415) 973-1125

FEB - 9 1993

**CASE CLOSED
LOGGED AND FILED**

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

D.J. BERGMAN, CHAIRMAN

RECEIVED FEB - 2 1993

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Geysers Power Plant Grievance No. GPP-92-3
P-RC 1625

LAURA HENRY, Company Member
Geysers Power Plant
Local Investigating Committee

BOB CHOATE, Union Member
Geysers Power Plant
Local Investigating Committee

Subject of the Grievance:

This case concerns a Power Plant Operator who was given a Written Reminder in the work performance category for failing to follow established clearance procedures.

Facts of the Case:

The grievant is a Power Plant Operator at the Geysers Power Plant with 13 years service and no active discipline prior to the Written Reminder in question. On December 31, 1991 he was assigned as the Power Plant Operator at Units 7 and 8 with responsibility for all unit activities, including clearance processing.

There were several active clearance requests which maintenance personnel were working on that day. Two of these requests were for a catalyst containment sump pump and a burner area sump pump.

The grievant alleges that he received back to back phone calls from maintenance employees who identified themselves as "Bob". The first caller stated that he had finished working on the sump pump. The grievant believed this to be the Machinist working on the burner area sump pump.

The second caller requested to test run the burner area sump pump. The grievant then assumed that the first caller was the Electrician holding the catalyst containment sump pump clearance. The grievant subsequently removed the man-on-line tags and reenergized both pieces of equipment.

On January 2, 1992 the Electrician working on the catalyst containment sump pump continued his assignment. At mid-day he realized that the equipment he was working on had been re-energized and immediately stopped work. A subsequent investigation revealed that the grievant had inappropriately canceled the clearance on the catalyst containment sump-pump at 3:00 p.m. on December 31. It was later determined that four maintenance employees named Bob were working in Units 7 and 8 on December 31 and that the grievant had incorrectly assumed that the first call that he received was from the Electrician working on the catalyst containment sump pump.

Discussion:

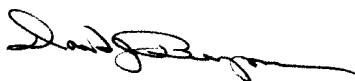
Company opined that the grievant demonstrated extreme negligence in handling his clearance duties that could have resulted in a serious accident. Company maintained that a Written Reminder was consistent with the discipline given to other employees who have demonstrated similar negligence at the Geysers Power Plant.

While the Union concurred that the grievant failed to follow established clearance procedures, they argued that the Company was not consistent in administering discipline. The Union noted that the Electrician working on the pump demonstrated comparable negligence by not visually inspecting the pump for man-on-line tags before working on it on January 2. It was determined that the Electrician had been given an Oral Reminder which was subsequently reduced to Coaching and Counseling in the grievance procedure.

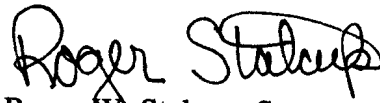
Decision:

The Pre-Review Committee agreed to reduce the grievant's Written Reminder to an Oral Reminder based on the facts of this case only. The Company does not abandon its argument that a Written Reminder may still be the appropriate discipline for serious operating errors, such as the one in question.

On the basis of the above, this case is closed without precedent or prejudice to the position of the parties and should be so noted by the LIC.



David J. Bergman, Chairman
Review Committee



Roger W. Stalcup, Secretary
Review Committee

Date 1-28-92

Date 1/22/93