

7.1: Written Reminder for Machinist who failed
remove all cleaning rags from oil reservoir reduced
Oral Reminder.



REVIEW COMMITTEE

IBEW



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

**CASE CLOSED
FILED & LOGGED**

JUL 2 1 1993

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

RECEIVED JUL 2 6 1993

**Steam Generation Grievance No. MBP-93-2
Pre-Review Committee File No. 1676**

**KAREN BENTLEY, Company Member
Steam Generation
Local Investigating Committee**

**MIKE HAENTJENS, Union Member
Steam Generation
Local Investigating Committee**

Subject of the Grievance:

This case concerns a Written Reminder received by a Traveling Machinist in the Work Performance category.

Facts of the Case:

On December 10, 1992, the grievant and two other employees were assigned to clean out an oil reservoir. The grievant opened up the lube oil reservoir, checked the air for oxygen, put a ladder inside and entered the reservoir. Inside the reservoir the grievant made the final wipe down, cleaned up all the rags, inspected the reservoir and left. The Operating Foreman, who was also in the reservoir, conducted the final inspection of the reservoir and then closed it up.

The following day, the unit start up had to be aborted due to a lack of oil flow. The reservoir was drained and inspected again. Several pieces of cleaning rags were found inside the oil reservoir which were blocking the flow of oil. Upon investigation it was determined that the grievant had failed to remove all of the cleaning rags.

The grievant was issued a Written Reminder for failing to inspect the reservoir and ensure that all the rags were removed.

Discussion:

In discussing this case, the Committee noted that the Operating Foreman received a lower level of discipline than the grievant. The Union argued that because the Foreman was responsible for conducting the final inspection, the accountability lies with him and the grievant's discipline should be mitigated accordingly.

The Company argued that the grievant was assigned the task of cleaning the oil reservoir and as such was responsible for his own work performance. With respect to the level of discipline issued to the grievant, the Company agreed that a Written Reminder was too severe in this situation where the grievant and the Foreman had equal responsibility in ensuring that the reservoir had been properly cleaned.

Decision:

The Committee agreed that the grievant was negligent. However, since he was not solely responsible for the inspection of the reservoir the discipline will be reduced to an Oral Reminder. Additionally, the Committee agreed that since six months had passed since the date of the incident, the Oral Reminder will be deactivated effective the date of this agreement,

This grievance is closed on the basis of the above and such closure should be so noted by the Local Investigating Committee.

Rick R. Doering
Rick R. Doering
Chairman
Review Committee

Date: 7/21/93

Roger W. Stalcup
Roger W. Stalcup
Secretary
Review Committee

Date: 7/21/93