



**Pacific Gas and
Electric Company™**

REVIEW COMMITTEE



IBEW

PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

RECEIVED
OCT. 28, 1999
CASE CLOSED
FILED & LOGGED

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
PERRY ZIMMERMAN, SECRETARY

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

North Bay Division Grievance No. SRF-98-14
Fact Finding No. 6894-99-052
Pre-Review Committee No. 2229

PAMELA BENITEZ
Company Member
Local Investigating Committee
Committee

LARRY PIERCE
Union Member
Local Investigating

Subject of the Grievance

This case concerns the issuance of a Written Reminder to an Apprentice Lineman for safety rule violations.

Facts of the Case

The grievant, a Lineman, was a member of a three person crew engaged in replacing an existing pole. The crew failed to maintain a safe working distance, 25" from an energized conductor. The pole grabbers on the derrick being operated by the Crew Foreman made contact with the energized conductor causing the station circuit breaker to relay twice, to close okay and leave the conductor energized in the trees.

All members of the crew were disciplined.

The grievant had no active discipline at the time the WR was issued for this incident and has not been disciplined since.

Discussion

The Union opined it was inappropriate to discipline the grievant as he was simply holding the bottom of the pole, could not see the top of the pole through the trees, was not in control of the derrick and pole grabbers, and simply followed the directions of the Crew Leader.

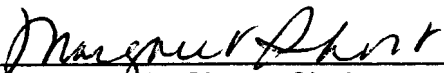
Company opined that every member of a crew bears some responsibility for ensuring safe work practices. The grievant is a journeyman with many years of experience. One contributing factor to this accident, which the grievant or any other member of the crew could have insisted occur, was the rubbering of the conductor as required in APR 42 (c).

The PRC notices that on the PD Log there are several entries by the supervisor that do not appear to coaching and counseling or disciplinary steps nor are they positive comments. The entries indicate the grievant's reasons for not reporting for work on a specific date. Unless, these entries were coaching and counseling, which is not indicated, they are inappropriate for this form. If the supervisor is just keeping track of attendance, he should do that on another form or document.

The WR deactivated in September of this year, rendering the correction requested moot.

DECISION


This case is closed without adjustment.



Margaret A. Short, Chairman
Review Committee

10/28/99

Date



Perry Zimmerman, Secretary
Review Committee

10-28-99

Date