



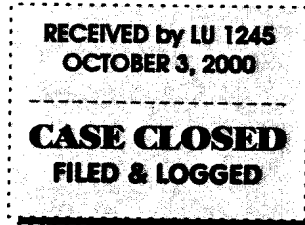
REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4282

MARGARET A. SHORT, CHAIRMAN

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(925) 933-6060
BOB CHOATE, SECRETARY

Pre-Review Committee No. 10610

Margaret Franklin
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Meter Reader for curbing a single meter.

Facts of the Case

On September 24, 1999 the grievant read meter #87T541 with a read of 20935. On October 13, 1999 that meter was changed out and a new meter set at 00000. At the time meter #87T541 was removed, the read was 20995.

This meter location supports a pump which is turned on periodically by the customer. On October 15, 1999 the customer utilized the pump for six to seven hours. At the end of that time the customer recorded a read of 00032 on the newly installed meter. On October 17, the customer again wanted to use the pump and prior to starting it read the new meter at 77316 and after running the pump read it at 77334. Between October 15 and October 17, something went awry with this meter but there was no evidence of tampering according to the customer and the reading could not be explained. Again on October 25 the customer ran the pump for 9 ½ hours and logged a read of 77379.

On October 26, 1999 on the regular read cycle the grievant entered a read for this account as 20935 which was the same read he had taken on September 24 on the old meter #87T541 which had been changed out.

On November 19, 1999 the next regular read date, a different Meter Reader read the meter at 77739. The Meter Reader noted there was evidence of obvious meter tampering as the meter glass, seal, and ring were gone. On December 16, 1999 the meter was again changed out. The close out read was 77379.

Discussion

The Union offered several explanations for why it was possible that the grievant actually read the meter correctly on October 26. Union alleged that either someone tampering with the new meter or the malfunction of the new meter caused the new meter to read 20935 on October 26.

Company opined that either scenario is very far fetched. The only person to read the old meter with a reading matching the September read was the grievant. The Meter Techs who changed out the old meter on October 13 took a close read on the old meter higher than the grievant entered on October 26. The customer and the Meter Reader that read the account in November both took reads consistent with the new meter set.

The PRC noted that curbing is an offense that is referenced in the Positive Discipline agreement as dischargeable without mitigation. The PRC also noted that the issue of a single meter curb has also been upheld as appropriate in a previous arbitration case. Discharge for curbing is well established and well communicated. In this case there is no plausible explanation of why the grievant's read of the new meter was different from the other reads.

While the grievant denies curbing, he did indicate he was in a rush and had scoped the meter.

Decision

Based on the facts of this case, the Pre-Review Committee is in agreement that the discharge was for just and sufficient cause.

This case is considered closed.

Margaret Short

Margaret A. Short, Chairman
Review Committee

9/29/00

Date

Bob Choate

Bob Choate, Secretary
Review Committee

9/29/00

Date