



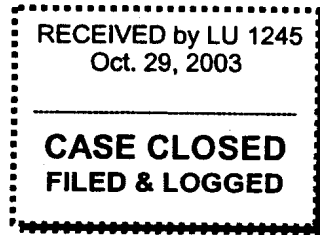
REVIEW COMMITTEE



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 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
SALIM A. TAMIMI, SECRETARY

Pre-Review Committee No. 14510
OM&C – Electric T&D – Colma

Vern Wittman
Company Member
Local Investigating Committee

Landis Martilla
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave given a Troubleman for his involvement in an altercation with a GC crew.

Facts of the Case

The grievant visited a customer in Pacifica to restore service. He made safe and then determined a crew was needed to complete the job. As no Division crews were available, a GC crew was called. When a Troubleman from San Carlos heard the dispatch on the radio, he contacted the grievant for directions to the job site. A little later the San Carlos T-Man asked the grievant to meet him at the customer's residence.

The grievant stated he did not have a reason to be at this job site, other than to show the San Carlos T-Man the location.

Upon arrival, the San Carlos T-Man confronted the GC crew leader and discouraged him from starting the job. The grievant denies making any comments to the crew. The supervisor who was at the scene did not hear the grievant make any inappropriate comments; see him do anything to prevent the crew from working; and did not tell the grievant to leave the job site. The supervisor did indicate that one or both T-Men came to an abrupt stop in their trucks and possibly applied the airbrakes prematurely, while the truck was still moving.

The supervisor told the San Carlos T-Man to leave several times. When the two T-Men did leave, they drove up the hill and parked their trucks for a few minutes. They did not leave the area immediately.

The GC crew leader stated the grievant did not interfere with him, but did affirm the San Carlos T-Man's statements and stood with his arms folded intended to intimidate him.

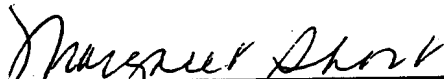
Discussion

The Pre-Review Committee discussed the grievant's actions, noting Sections 3.1 – 3.3 of the Physical Labor Agreement. The Committee agreed the grievant's actions did not rise to the level of the San Carlos Troubleman, however, his discipline was not as severe either. It is apparent, based on all the circumstances, that the grievant knew why the San Carlos T-Man wanted to know the customer's location and that he intended to discourage the crew from restoring service to the customer. The grievant's earlier comments to the customer about delayed restoration indicated he was aware of efforts by others to be unavailable for call-out.

Finally, the PRC noted the grievant received an Oral Reminder for an avoidable accident just two days prior to this incident.

Decision

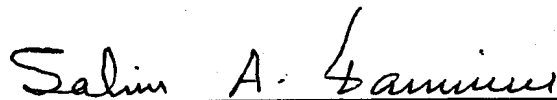
Based on all the facts, the PRC agrees that the Decision Making Leave was for just and sufficient cause. This case is closed without adjustment.



Margaret A. Short, Chairman
Review Committee

10/29/03

Date



Sam Tamimi, Secretary
Review Committee

10-29-03

Date