

7.1: A WR given to a Div. Ope. for violation of Co.'s anti-harassment and employee conduct is for just and sufficient cause.

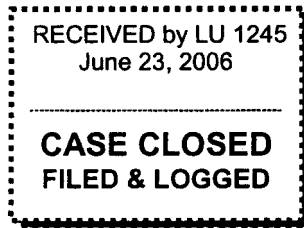


PACIFIC GAS AND ELECTRIC COMPANY  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4282

MARGARET A. SHORT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

## REVIEW COMMITTEE



**IBEW**



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. 16358

### Electric control Center Operations – Golden Gate – Martin Switching Center

Jeff Wilding  
Company Member  
Local Investigating Committee

John Mendoza  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns a Written Reminder given to a Division Operator for violation of Company's anti-harassment and employee conduct in the workplace policies.

#### Facts of the Case

The grievant has been an Operator for many years and in his current assignment since 1995. There is a long-standing interpersonal conflict between this Operator and a female Operator in the same headquarters. These employees have been given very specific instructions from management as to under what circumstances they should speak to each other, and when they must, how it is to be handled. These instructions have been communicated orally and in writing. Essentially they are to communicate only about business and only when there are no other alternatives.

On July 16 and 17, 2005 the grievant made contact with the female Operator when there were other alternatives available to him. With respect to the second incident, the grievant cited the appropriate standard to answer his question. Instead of asking for confirmation from the other Operator he could have just checked the standard himself or asked for confirmation from the supervisor.

#### Discussion

It is apparent from the record that the grievant does not take seriously the instruction he has been given to limit interaction with his co-worker. This is evidenced by his continued behavior in the workplace. When given many opportunities to review facts and conclusions reached by the EEO Investigator, he declined. This is another indication that he does not believe his behavior is inappropriate and that others' opinion does not matter. The issue of the reasonableness of these instructions is not before the Pre-Review Committee as they were addressed in the grievance procedure before in Fact Finding Case No. 14277 and it was determined the grievant needed to abide by them.

Decision

The PRC is in agreement that the Written Reminder was for just and sufficient cause. This case is closed without adjustment.

Margaret Short  
Margaret A. Short, Chairman  
Review Committee

6/22/06  
Date

Salim A. Tamimi  
Sam Tamimi, Secretary  
Review Committee

6/22/06  
Date