



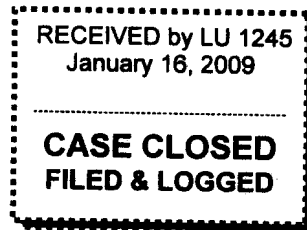
## REVIEW COMMITTEE

**IBEW**



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

JOHN A. MOFFAT, 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  
BOB CHOATE, SECRETARY

### Pre-Review Committee No. 17802 Energy Delivery – Gas M&CC – San Rafael

Carol Quinney  
Company Member  
Local Investigating Committee

Joe Osterlund  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns the discharge of a Measurement and Control Mechanic for falsification of gas maintenance records.

#### Facts of the Case

The grievant was discharged because he initialed the Valve Maintenance Record indicating that he inspected and operated Valve Z-53 in Novato on June 11, 2004, June 26, 2005, and June 5, 2006. This valve was removed from service in February 2004 and the location paved over during a major renovation of a nearby school. On July 9, 2007 while temporarily upgraded to management, the grievant noted on the Valve Maintenance Record for Valve Z-53, "out of FM on 7-9-07." The grievant indicated he made the notation because he was cleaning up old records. The grievant did not report to management that the valve location was paved over. He did acknowledge that the earliest it should have been noted that the valve was removed was during the 2004 inspection.

Additionally, the grievant was to perform an A inspection on Regulator Station 18 in 2005 and 2006. After performing routine maintenance, Mechanics verify that the Station recorder is performing accurately by installing a gas pressure chart in a portable gas pressure recorder. The chart for 2005 (Chart 1B) shows the recorder ran for 25 hours yet the grievant indicated he set the chart on July 9, 2005 and removed it on July 11, 2005, a minimum of 39 hours. In addition Chart 1B shows flat lines where there should be wiggles indicating gas pressure and usage.

The charts for 2007, 2A (permanent station recorder) and 2B (portable inspection recorder), show that the permanent chart took 32 days to spin around the chart twice, from June 21, 2006 through August 15, 2006. The grievant was at the Station on 7/29/06, but didn't change the chart. Chart 2B does not match Chart 2A and it is a 7 day chart instead of a 24 hours chart. Chart 2B also had flat lines.

The lid to the vault at Regulator Station 18 was damaged and disassembled by a paving contractor in 2004. In 2007 the lid was found with grout covering the edges. The springs for the lid were at the bottom of the vault. A metal face usually used to prop open the lid was grouted at an angle to the inside of the vault. The grievant made no notation of the broken lid.

The grievant had almost 12 years of service and no active discipline when discharged.

Discussion


The parties noted that these maintenance records are official Company documents that may be used in regulatory or judicial proceedings making their accuracy of paramount importance. The grievant has no plausible explanation for to rebut very clear evidence that he falsified records by indicating he performed maintenance and inspection which he did not do.

With respect to the valve he allegedly inspected in 2004, even though it had been removed, he indicated he was an apprentice at that time and may have been working with another employee. However, in another statement during the LIC, he indicated he has been a journeyman M&C Mechanic since 2002, which is correct.

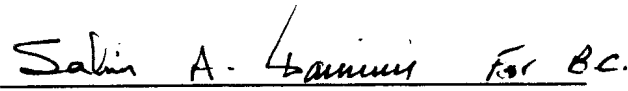
Review Committee #2224, signed in 2001, set the penalty of discharge for "multiple occasions of falsification of Company records that pertain to compliance with regulatory and/or legislative orders."

Decision

The Pre-Review Committee is in agreement that the discharge was for just and sufficient cause. This case is closed without adjustment.

  
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John A. Moffat, Chairman  
Review Committee

1/14/2009  
\_\_\_\_\_  
Date

  
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Bob Choate, Secretary  
Review Committee

01-14-2009  
\_\_\_\_\_  
Date