



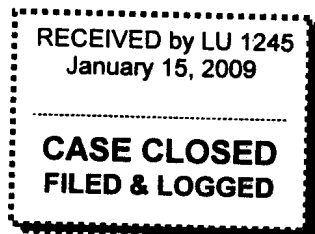
REVIEW COMMITTEE

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. 17947 Energy Delivery

Jeff Neely
Company Member
Local Investigating Committee

Phil Carter
Union Member
Local Investigating Committee

Subject of the Grievance:

This case concerns a Written Reminder issued to an Electric Crew Foreman (ECF) as a result of a grounding incident which caused an outage to customers.

Facts of the Case

The grievant is an Electric Crew Foreman with 31 years of service and no active discipline.

The grievant had assigned work to a journeyman lineman, to test and ground cables. The crew placed the cable on the grounded stand off producing a flash, grounding the wrong cable.

The root cause analysis determined that the cause of the error was poor communications on the crew and the cable configuration in the enclosure.


Discussion

The Union argued that the grievant should not have received a written reminder. This was a simple grounding assignment that any journeyman could have done on his own and the Crew Leader is not expected to watch over every move a journeyman lineman makes.

The Company argued that testing and grounding are key responsibilities for safe performance of the work. In this case by the grievant's own observation the enclosure was a "mess of wires." The grievant, an ECF, should have provided more oversight. The Company was consistent with the practice of generally giving the Crew Leader a higher step of discipline when a crew member is involved in an error.

Decision:

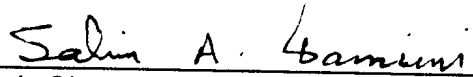
The discipline in this case has been deactivated and the case is considered moot at this point. The case is closed without prejudice to either party's position.



John A. Moffat, Chairman
Review Committee

1/14/2009

Date



Bob Choate, Secretary
Review Committee

01-14-2009

Date