

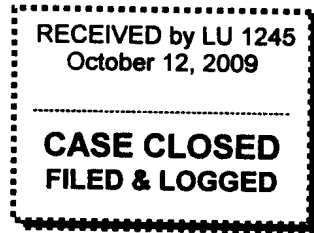


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS; AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700



JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Pre-Review Committee No. 18637 Energy Delivery – Electric T&D - Fresno

Monica Oakes
Company Member
Local investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance:

Termination of a Lineman for bringing a weapon onto Company property in violation USP 1.

Facts of the Case:

The Grievant was a Lineman with four years of service with the Company and was terminated on September 26, 2008. The Grievant had a Written Reminder in conduct that was active which was issued on May 27, 2008.

On August 15, 2008, the Company received an anonymous complaint that the Grievant had a firearm on the front seat of his car.

On August 19, 2008, the Grievant was called to meet with Corporate Security and supervision regarding the weapon. At this meeting the Grievant admitted that he had a 22 caliber rifle in his vehicle. The Grievant collected his belongings and was then escorted to his vehicle and off Company property.

On September 26, 2008, approximately one month after the suspension the Grievant was terminated for violation of USP 1.

During the LIC the Grievant stated that it was a pellet gun in his vehicle and not a 22 caliber rifle. The Grievant is of the opinion that a pellet gun is not a firearm.

Discussion:

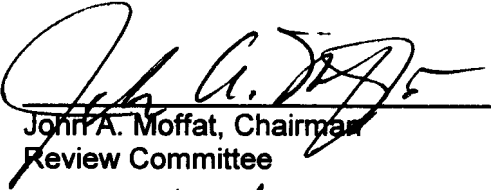
The Union argued that the gun in the Grievant's car was a pellet gun and not a 22 caliber rifle and since it was a pellet gun and not a weapon the discipline was too severe.

The Company argued that the Grievant, a short service employee, admitted to having a 22 caliber rifle in his car. He later changed his story stating it was a pellet gun. In any case both the pellet gun and the 22 caliber rifle are considered weapons by the Corporate Security Department. Weapons at

the workplace are a serious violation of USP 1. Given the active discipline and the seriousness of this event the termination was for just cause.


Decision:

The discipline was issued for just cause and the case is closed without adjustment.



John A. Moffat, Chairman
Review Committee
10/2/09

Date



Bob Choate, Secretary
Review Committee
10/2/09

Date