



REVIEW COMMITTEE

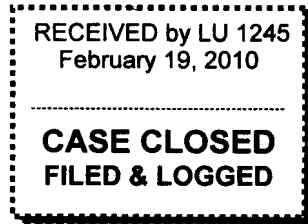


PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

JOHN MOFFAT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL



BOB CHOATE, SECRETARY

Pre-Review Committee No. 18991 Customer Care – Meter Reading - Dinuba

Margaret Franklin
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance:

A Meter Reader was issued a DML for a backing incident.

Facts of the Case:

The Grievant is a Meter Reader with seven years of service and no active discipline on file. He was issued a DML on March 4, 2009 for an avoidable auto accident. He had previous service from 1974 thru 1994. In February of 2009 the Grievant called his supervisor to notify him that he had a backing accident that caused damage to the company vehicle.

The Grievant stated that he got out of his vehicle to read a bank of meters and he didn't turn the engine off, he did set the parking brake. While reading the bank the Grievant heard a crash and saw that his vehicle rolled into a third party pickup causing damage to the Company's vehicle driver's door. There was no damage to the third party's vehicle. The driver's door was left open, the vehicle rolled 30 to 40 feet and caught the bumper of the third party vehicle.

The Company vehicle was a 2003 Ford Ranger. This type of vehicle has been known for the gear shifter to slip out of the park position. The Grievant testified he called the garage about a problem with the gear shifter. The Grievant admitted that he left the vehicle running with the door open because he was in a hurry.

The Grievant reported problems with the ignition switch and the gear shifter to the garage and the garage was unable to duplicate the problem that happens to the Grievant everyday. The Grievant continued to have the same problem.

It was also noted in the LIC report that the Grievant also violated the safety cone policy.

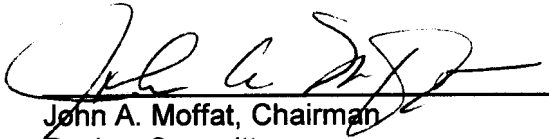
Discussion:

The Union argued that the Company placed the Grievant into the situation with a faulty vehicle and then held him completely responsible for the incident. The Union felt the discipline was too severe for the violation.

The Company argued that the Grievant was well aware of the procedures (CSP 313.b.) and testified that he violated them because he was in a hurry. The Meter Reading Department has stressed over the years and has held briefings that you shall not leave your vehicle running when you are not in it. The Grievant mentioned problems with the gear shifter and should have continued to report the defect to the garage for repair or not operate the vehicle until it had been repaired. Company maintains the position that the discipline was for just cause.


Decision:

The parties are in agreement that the discipline was for just cause and the case is closed without adjustment.



John A. Moffat, Chairman
Review Committee
2/11/2010

Date



Bob Choate, Secretary
Review Committee
2/11/2010

Date