

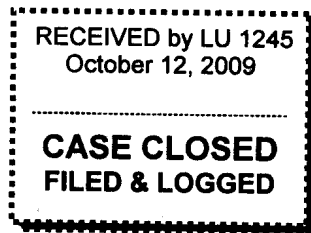


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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SAN FRANCISCO, CA 94177
(415) 973-6725

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. 19026 Customer Care – Field Service - Roseville

Marlene Brock
Company Member
Local investigating Committee

Phil Carter
Union Member
Local Investigating Committee

Subject of the Grievance:

The Grievant was issued a DML for an automotive accident.

Facts of the Case:

The Grievant is a Gas Service Representative with a hire date of February 5, 1979. The Grievant had no active discipline when issued the DML on March 11, 2009.

The Grievant was travelling home in a Company vehicle and had an avoidable automotive accident. The Grievant indicated that he looked away for a moment and rear ended a third party that then struck another vehicle. Two vehicles plus the Company vehicle were involved. Costs to repair the vehicle the Grievant rear ended are over \$36,000.

The Grievant stated that he could not recall any particular distraction and that he just lost focus. The Grievant was cited by the police for the accident for driving at an unsafe speed.

The Grievant has attended the Smith Driving School and was aware of safe driving practices and Company policies.

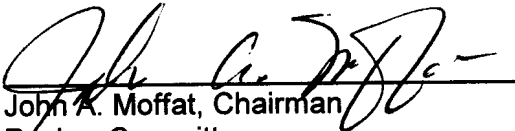
Discussion:

The Union argued that the discipline was too severe. The Grievant has long service and no active discipline. They further argued that the Company jumped discipline to raise the bar and due to the damage cost.

The Company maintained that the discipline was for just cause. There is no dispute in the facts of this case and the cause of the accident was a result of the Grievant's inattention. The Grievant has been provided training and resources to be safe. This accident resulted in extensive damage and cost with the repair to one vehicle over \$36,000. The Grievant was cited and there is a third party claim of injury pending.

Decision:

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



John A. Moffat, Chairman
Review Committee

10/2/09
Date



Bob Choate, Secretary
Review Committee

10/2/09
Date