



REVIEW COMMITTEE

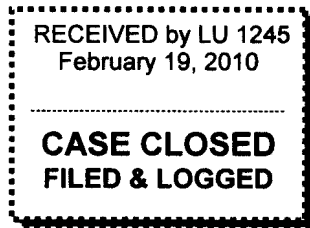


PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-6725

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

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL



BOB CHOATE, SECRETARY

Pre-Review Committee No. 19205 Energy Delivery – Electric T&D – San Francisco

Durla Kelleher
Company Member
Local Investigating Committee

Landis Marttila
Union Member
Local Investigating Committee

Subject of the Grievance

Grievant was issued a DML in work performance for a network switching/grounding error.

Facts of the Case

The grievant is a Cable Splicer with 26 years of service and was on a Written Reminder for Work Performance when this incident occurred. The Written reminder was reduced to an Oral Reminder in Fact Finding.

The crew was performing work on a Schader valve, installation and pressure testing the tank. The foreman on the job provided a tailboard explaining the scope of the job, including the grounding scheme, signage, and PPE required. The crew consisted of two Cable Splicers an Apprentice Cable Splicer and an Electric T&D Assistant. The Electric T&D Assistant and the Apprentice Cable Splicer did the Schrader valve installation.

The Crew Foreman was not at the site when the work was being performed. This job was the second of three jobs to be completed that night. The grievant was the senior journeyman on the jobsite.

The other Cable Splicer went into the hole to perform the pressure test. The pressure test took about an hour and a half. When the two employees came out of the hole the two Cable Splicers were in their trucks. The grievant alleges he was doing paperwork even though no paperwork was ever turned in by him. The testimony by the shop steward was that the apprentice and the assistant should not have been working alone.

The apprentice and assistant began picking up the job site and the grievant said they nodded to him relaying the message that they were done with their work. The grievant stated he

never went back down into the hole. He also stated that the other Cable Splicer never verified the work was completed. There was no communication between the Cable Splicers that the network transformer was in the ground position.

The Grievant called the crew foreman and told him the work was done to re-energize. The grievant assumed that everyone did their job appropriately.

When the DO re-energized the circuit there was a fault and damage to an elbow in another vault.

The grievant testified that the other Cable Splicer did not have the authority to put the switch into the ground position without notifying the clearance holder, which he did not do.

Discussion

The Union argued that another Cable Splicer on the crew was responsible for the incident and received a DML. The grievant in this case relied upon the other Cable Splicer to properly perform his job. The switch involved was not part of the tailboard. The grievant never entered the hole where the pressure test was being performed. The grievant had no way of knowing that the other employee operated the ground switch or that he had neglected to return the switch to the closed position. The Union further argued that this grievant should not have received any discipline.

Company argued that the grievant was the one who reported that the job was done and they could re-energize. He did this without any verification. He did not speak with the rest of crew who performed the work other than a head nod. The grievant was doing paperwork while an apprentice and T&D Assistant performed the work. These two employees should not have been working alone or at the very least their work should have been reviewed by the journeyman. There is no evidence that anyone inspected or verified the work performed by the crew was completed appropriately. If the grievant had done so he could have prevented the explosion and equipment damage. He was the most experienced journeyman on the job.


Decision

The grievant was on an active Oral Reminder, previously reduced from a Written Reminder, in Work Performance at the time of the incident and he failed to properly oversee the work of the apprentice and notified the crew foreman that the job was ready to energize without verifying the work had been completed properly. The committee agrees discipline is appropriate. The committee agreed to reduce this DML to a Written Reminder in Work Performance.

This case is closed.



John A. Moffat, Chairman
Review Committee
2/11/10



Bob Choate, Secretary
Review Committee
2/11/10
