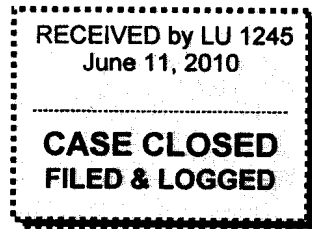




REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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VACAVILLE, CALIFORNIA 94696
(707) 452-2700

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

DECISION
LETTER DECISION
PRE-REVIEW REFERRAL

Pre-Review Committee No. 19294 Energy Delivery – Gas T&D - DeSabra

Robin Wix
Company Member
Local investigating Committee

Kit Stice
Union Member
Local Investigating Committee

Grievance Issue:

Grievant is a long service Gas Crew Leader – Welding, who at the time of the DML was not on any active discipline. The DML was issued for not following proper work procedures and for falsifying the "A" form.

Facts of the Case:

The Grievant responded to a Grade 1 gas leak. The supervisor was present at the job site but does not have a gas background. The Grievant recommended the use of a hot iron to melt Aldyl A pipe to repair the leak. The Grievant told the supervisor that this was not an approved method. The Grievant stated the supervisor approved the method used.

The Grievant stated that this was a temporary fix and thought a crew would be sent out later to make a permanent fix. The method used takes less time and can last a very long time and the reason it is not an approved method is because if the iron is left on too long it can cause blowing gas.

The Grievant asked the supervisor what to put on the "A" form since the method used was not approved. Since they replaced the T-cap it was noted that the leak was at the T-cap. The job site was backfilled with sand and gravel with the expectation that a crew would come back on straight time to make permanent repairs. The job site was subsequently paved over.

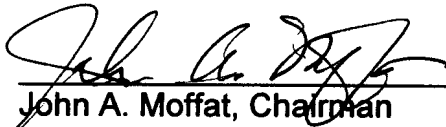
Discussion

The Union argued that the DML is not appropriate. The supervisor approved the method used and approved the documentation. The supervisor condoned and approved everything the Grievant did and the Grievant should not be disciplined.

The Company argued that the Grievant would have been terminated for what he did and that discipline was mitigated due to fact of the supervisor's approval. The Grievant was not pressured to use an unapproved method or to falsify records. The supervisor's approval may have mitigated the Grievant's accountability it did not eliminate it.

Decision

The DML has been deactivated and the incident on the Grievants PD tracking log will be removed. This is without prejudice to either party's position this case is considered moot and is closed.



John A. Moffat, Chairman
Review Committee

6/4/10

Date



Bob Choate, Secretary
Review Committee

6/4/10

Date