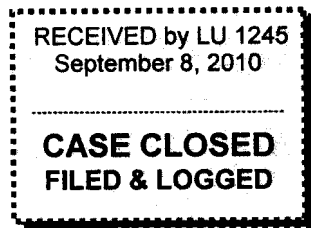




PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N2Z  
P.O. BOX 770000  
SAN FRANCISCO, CA 94177  
(415) 973-6725

JOHN A. MOFFAT, CHAIRMAN  
DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

## REVIEW COMMITTEE



**IBEW**



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

BOB CHOATE, SECRETARY

### **Pre-Review Committee Nos. 19698, 19414, 19384 and 19383 Energy Delivery – Substation Maintenance – San Francisco**

Michelle Roberts  
Company Member  
Local Investigating Committee

Landis Martilla  
Union Member  
Local Investigating Committee

#### Subject of the Grievances:

The grievant was terminated for a switching error after being progressively disciplined from an Oral Reminder through DML.

#### Facts of the Case:

The grievant had 30 years of service at the time of termination and was an Electrician.

The grievant received an Oral Reminder (Grievance #19383) for failure clean up and properly report an oil leak. He received a Written Reminder (Grievance #19384) for failure to use a hand free device while talking on a cell phone and driving a Company vehicle. He received a DML (Grievance #19414) for working unauthorized overtime and was subsequently discharged (Grievance #19698) for a switching error.

On August 3, 2010, the grievant requested in writing that that the Union withdraw his grievance #19698.

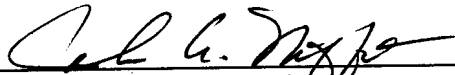
#### Discussion:

The Union notified the grievant by email on August 16, 2010, that they would honor his request withdrawing his grievance along with the three other grievances that were filed on his behalf that were related to the Company terminating him. The grievant was given to August 23, 2010, to advise the Union if he changed his mind. The Union then notified the Company

of the grievant's August 3, 2010 request. As of September 1, 2010, the Union has not heard from the grievant..

Decision:

The parties agreed based on the request from the grievant to close the cases. The closure of these cases is without prejudice.



John A. Moffat, Chairman  
Review Committee

9/8/2010

Date



Bob Choate, Secretary  
Review Committee

9/8/2010

Date