



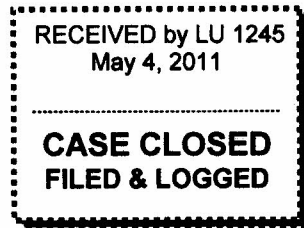
REVIEW COMMITTEE



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



BOB CHOATE, SECRETARY

Pre-Review Committee No. 19534 Energy Delivery – Electric T&D - Hayward

Voncille Williams
Company Member
Local Investigating Committee

Bernard Smallwood
Union Member
Local Investigating Committee

Subject of the Grievance

Demotion and a Decision Making Leave (DML) issued to a Troublemaker.

Facts of the Case

The grievant has approximately eight years of service and at the time of the discipline and demotion. He had been a Troublemaker for approximately 18 months prior to the demotion and with no active discipline.

On August 13, 2009, the grievant was issued a DML and demoted from the Troublemaker classification for various safety violations.

The grievant was reconnecting a service on a residence that was being renovated. The supervisor observed the grievant's tool bag was on the roof of the residence unsecured, the ladder being used by the grievant was not tied off and the legs in loose soil. While the grievant was descending the ladder, at the supervisor's request, the ladder became unstable. The supervisor grabbed the ladder and the grievant grabbed the weatherhead, which prevented his falling. The grievant was 15 to 18 feet off the ground.

The grievant had begun reconnecting the service at the pole and had left the end of the cable that was taped, on the lawn of the residence. The grievant taped the end and flagged the cable but did not use cones. The cable that was on the lawn was energized. There were other third party workers on the job site performing work at the residence as well as the home owner.

Discussion

The remaining issue in this case is the demotion of the grievant from Troubleman to Lineman as result of the settlement of Grievance No. 20306. In 20306 the Company reduced this DML to a Written Reminder and for a subsequent crew incident placed the grievant on a DML. That case was closed and the DML is in place.

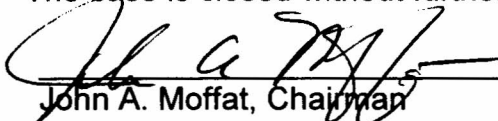
The Union opined that the incident in this case does not justify the demotion.

The Company argued that the safety and work procedure violations justify his demotion to a crew position. In a crew position he can be more closely supervised.

Decision

The parties agree the demotion was for just cause. The grievant, however, can bid back to Troubleman once the current discipline is deactivated and he meets the requirements for the position.

The case is closed without further adjustment.



John A. Moffat, Chairman
Review Committee

4/22/11

Date



Bob Choate, Secretary
Review Committee

4/22/11

Date