

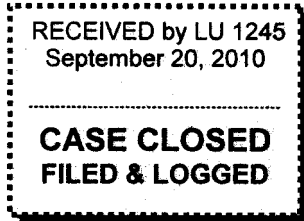


REVIEW COMMITTEE



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. 19812 Energy Delivery – Electric Compliance - Edenvale

Bill Brill
Company Member
Local Investigating Committee

Voncille Williams
Union Member
Local Investigating Committee

Subject of the Grievance

The grievant was terminated for falsification of Company Records and failing to inspect electrical facilities.

Facts of the Case

The grievant a Compliance Inspector with 30 years of service and no active discipline was terminated on December 1, 2009.

The grievant had been in the position for less than one year at the time of termination. He had taken and passed the required training for the position in June of 2009.

The grievant received the department's orientation and a review of the expectations. The grievant's responsibility was to inspect overhead and underground electrical facilities in accordance with General Order 165.

Supervision performs worksite verifications of inspection work. On July 31, 2009, the grievant's work was being verified. The Compliance Supervisor, while in the work verification process along with another supervisor, discovered that facilities were not disturbed, such as lids had not been opened to inspect the underground facilities. A more complete evaluation was done examining the grievant's records and the facilities indicating a number of areas where the facilities had not been inspected. The grievant admitted at least for one location that he did not inspect the facilities. The grievant provided testimony to refute the some of claims of the two supervisors that he did not inspect the facilities.

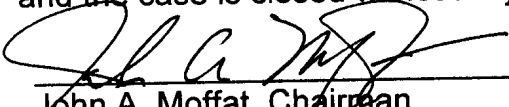
Discussion

The Union argued that the evidence of the inspection was either not completed or falsified was insufficient. The grievant had 30 years and no active discipline at the time and had only been in the position for a short period of time. Based on the above the Union opined that the Company did not have just cause to terminate the grievant.

The Company argued that a very thorough investigation was completed and many incidents of false records were found. The grievant also failed to inspect the electrical facilities and then falsified inspection reports. These are serious violation of USP 1 and General Order 165. The termination was consistent with other actions taken by the Company including Review Committee Decision 12224.

Decision

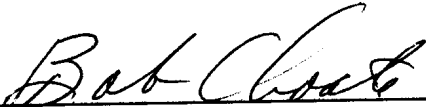
The parties agree that the grievant falsified records in violation of USP 1 and consistent with RC 12224. Investigation into a single event could lead to the discovery of other occasions of falsification thereby subjecting the employee to discharge. The discharge was for just cause and the case is closed without adjustment.



John A. Moffat, Chairman
Review Committee

9/17/2010

Date



Bob Choate, Secretary
Review Committee

9/17/10

Date