

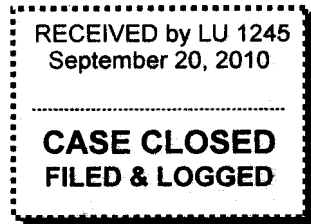


REVIEW COMMITTEE



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

BOB CHOATE, SECRETARY

Pre-Review Committee No. 20140 Energy Delivery – Transmission Line - Eureka

Deanna Helm
Company Member
Local Investigating Committee

F. E. Dwyer
Union Member
Local Investigating Committee

Subject of the Grievance

Oral Reminder for the grievant's failure to timely report a motor vehicle incident.

Facts of the Case

On March 3, 2010 at 10:12 a.m., the grievant called his supervisor to inform him that a deer ran into his vehicle on March 2, 2010.

The grievant stated that on the morning of March 2, 2010 about 6:30 a.m., a deer bolted out onto the roadway striking the Company vehicle. The grievant didn't report the incident until March 3, 2010, when he noticed a broken grill. The grievant said he had done a morning walk around but did not notice the damage until later that day.

USP 22 and Code of Safe Practices (CSP) P-14 requires the report of an incident within 24 hours. The grievant's report was beyond the 24 hour period in violation of CSP P 14. e.2

Discussion

Union argued that the discipline was unreasonable given the fact that the grievant was not at fault. The deer ran into the truck and the grievant didn't think there was any damage. It wasn't until the next day did the grievant realized there was damage.

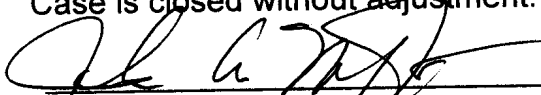
Company argued the grievant should have notified his supervisor immediately after the incident, whether he saw damage or not. The grievant alleged to have walked around the

vehicle in morning but fail to notice the damage until later that day. After he noticed the damage he called his supervisor. The policy to notify the supervisor of motor vehicle incident is well known.

Decision

The parties agree that the rule is clear and well communicated and the grievant violated the rule and the discipline is appropriate for the rule violation.

Case is closed without adjustment.



John A. Moffat, Chairman
Review Committee

9/17/2010

Date



Bob Choate, Secretary
Review Committee

9/17/10

Date