

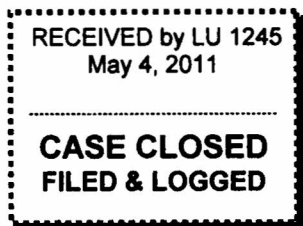


## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N22  
P.O. BOX 770000  
SAN FRANCISCO, CA 94177  
(415) 973-6725

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



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 No. 20171 Energy Delivery – GC Line - Merced**

Deborah Sargent  
Company Member  
Local Investigating Committee

Mark Rolow  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

The grievant, a Subforeman A, was issued a Written Reminder for a work procedure error resulting in an outage to customers.

#### Facts of the Case

The Grievant a Subforeman A employed since 1977.

A crew member on the grievant's crew drove a ground rod into a 12 kv underground cable. The crew was in the process of installing a transformer on a pole as part of the project of reconducting a 60 kv line.

There was disagreement whether an adequate tail board was done for the work in question. The supervisor stated that the grievant was aware that an UG primary riser was in the area and that the location was not USA'd. The grievant stated that driving ground rods does not require USA but anchors do require marking. The grievant made the decision to have the ground rods 1 ½" and 5" from the pole to minimize the chance of striking the buried conduit. While driving the second ground rod the rod struck the 12 kv UG cable causing an outage.

The original plan was to install the transformer on a pole two poles away from the location. The markings there were 12" from the pole.

The discipline has been deactivated.

Discussion

The Union argued that the discipline was too harsh for an employee with an excellent safety record and the fact that a USA was not required for this job. The only reason he proceed was because the Subforeman in charge of the job told him to. He had identified the hazard and thought he had mitigated the concern.

The Company maintained that the grievant is responsible for identifying hazards and controlling them at the work location. The grievant could have stopped the job until the facilities were located. The Written Reminder is appropriate.

Decision

This case is moot and considered closed without prejudice to either parties' position.

  
\_\_\_\_\_  
John A. Moffat, Chairman  
Review Committee

4/22/11  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Bob Choate, Secretary  
Review Committee

4/22/11  
\_\_\_\_\_  
Date