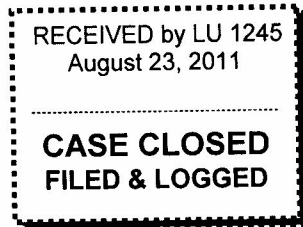




REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(650) 598-7567



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

DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

ED DWYER, SECRETARY

Pre-Review Committee No. 20299 Energy Delivery – W&R Dispatch - Fresno

Monica Oakes
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance

The case concerns a Written Reminder issued for sending inappropriate e-mails.

Facts of the Case

The grievant is a Work & Resource Dispatcher with a hire date of July 27, 1981. At the time of the incident, the grievant had no active Positive Discipline.

A Company Equal Employment Opportunity investigation concluded that the grievant violated the Company's Code of Conduct and EEO policy. She sent inappropriate e-mails on a Company computer. The grievant acknowledged sending the e-mails, indicating that she never intended to upset anyone and would not send any more.

Discussion

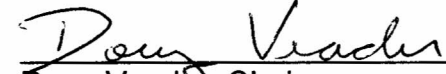
The Union argued that the discipline was excessive for a long service employee with a clean disciplinary record and many positive contacts. Additionally, two of the e-mails were over a year old at the time of the discipline and the grievant has corrected her behavior. Company supervision was included on the recipient list for all of the e-mails and had the opportunity to correct the problem early on. In that regard, the Union believes the grievance should be closed by reducing the discipline to an Oral Reminder.

The Company declined the Union's offer. There has been extensive communication with employees regarding the appropriate use of Company e-mail. The e-mails were clearly inappropriate and a Written Reminder is not excessive for these violations of well communicated rules. It is particularly disturbing that one of the inappropriate e-mails was sent after the initial interview with the EEO investigator. Finally, the grievant was not

forthright during the investigation. She initially denied sending any inappropriate e-mails and only admitted sending them after being presented with the evidence.

Decision

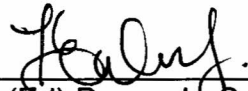
The Committee agrees discipline was warranted in this case, however, could not agree on the appropriate level. Given that the discipline has been deactivated, the Committee closes this case without prejudice to the positions of the parties.



Doug Veader, Chairman
Review Committee

8/23/11

Date



F.E. (Ed) Dwyer Jr, Secretary
Review Committee

8/23/2011

Date