



REVIEW COMMITTEE



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

RECEIVED by LU 1245
October 24, 2011

**CASE CLOSED
FILED & LOGGED**

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

F.E. (ED) DWYER Jr, SECRETARY

Pre-Review Committee Number 20581 Gas Operations – Gas Service – Napa

Carol Quinney
Company Member
Local Investigating Committee

JV Macor
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder issued to a Gas Service Representative (GSR).

Facts of the Case

The grievant is a GSR with 10 years of service. At the time of the incident he had been a GSR for seven years had no active discipline.

The Written Reminder was issued as a result of the grievant's work in connection with a "leak at the heater" tag he worked. The disciplinary letter lists the issues as (1) failing to perform a leak investigation on the heater, (2) indicating no safe access to the heater in the attic on the service report form and FAS tag despite gaining access to shut off the line valve, (3) failing to issue a hazard notice or disconnect the heater, (4) failing to issue a hazard notice or disconnect the water heater, (5) failing to clearly document the work performed on the service report form or FAS completion tag.

Discussion

The Union raised a concern that while the Written Reminder was issued in the work performance category, the disciplinary letter could lead one to conclude that that the grievant had falsified records and had left an unsafe situation. While the grievant may have not documented all the work he performed, he did not falsify records. Given that he made a decision to shut the gas off to the house after speaking with the supervisor, he clearly did not leave a hazard.

The Company responded that the focus of the discipline was the providing poor customer service, failing to follow procedures (including leaving hazard notices), and failing to properly

document his work. The grievant was not disciplined for leaving a hazard or falsifying records. The grievant needlessly shut off the gas to the house, failed to properly communicate with the customer, and did not follow procedures or proper documentation.

The Union acknowledged that there were work performance issues on the part of the grievant. The Company, however, did not provide any follow up training after previous audits that would assist with the grievant's paperwork and documentation. For this reason, a Written Reminder was excessive.

The Company responded that the issues which resulted in the Written Reminder were very basic to the GSR duties. In fact, the GSR who went out after the customer complaint was able to address the needs to the customer's satisfaction. The grievant has been a GSR for over seven years. The Written Reminder was clearly issued for just cause.

The Committee could not reach agreement on whether the Written Reminder was issued for just cause. The 12 month active period is over and assuming no further incidents have occurred the discipline should already have deactivated. Given that, the issue is moot.

Decision

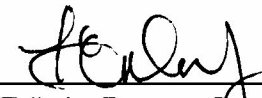
The Committee agrees to close this grievance on the basis that the issue is moot without prejudice to the position of the Parties.



Doug Veader, Chairman
Review Committee

10/24/11

Date



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

10/24/2011

Date