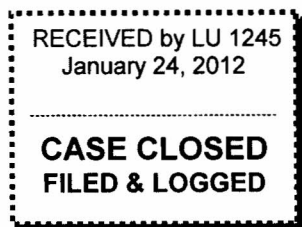




REVIEW COMMITTEE



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

F.E. (ED) DWYER Jr, SECRETARY

Pre-Review Committee Number 20693 Electric Operations – M&C – Auburn

Jeff Neeley
Company Member
Local Investigating Committee

Phil Carter
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder issued for driving in a reckless manner in an area where employees park their vehicles.

Facts of the Case

The grievant is a Lineman with seven years of service. At the time of the incident his active disciplinary record consisted of a Written Reminder in the work performance category for a backing accident.

The M&C Director stated he observed the grievant driving recklessly as he arrived at work in his personal vehicle. He described the driving as including excessive accelerating speed, sharp turns, and circular motions (doughnuts) which caused gravel to fly. This occurred in part in the employee parking area outside the service center fence. The grievant's driving drew the attention of another employee in the area. The grievant later called the director leaving a voice message apologizing for his behavior.

According to another witness, the grievant spun his truck into a doughnut, but it appeared to occur in the adjacent Fairgrounds parking lot. After performing the doughnut, the grievant then headed west to the employee parking lot. As he turned east he again lost traction and pulled behind his truck in the employee parking lot.

The grievant stated that he only made one doughnut and his speed never exceeded 20 mph. The doughnut was made next to the employee parking lot on the County Fair Grounds. He acknowledged that he later called the director to apologize. He wanted him to know that this was not normal behavior for him and that he takes his job seriously.

Discussion

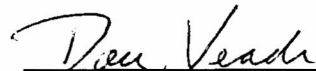
The Union argued concern about the Company taking action based on behavior which occurred off Company property and off Company time. The driving was not near any other vehicles and did not put others in danger.

The Company argued that it has an obligation to provide a safe environment for its employees and for the general public. Aside from possible physical harm to others, the grievant's unsafe driving while arriving at work does not reflect well on the Company and could raise questions in the public's mind regarding our commitment to safety. The Company is leasing the parking area from the County and has a responsibility to ensure that employees are entering and exiting the property in a safe manner.

The Committee discussed this grievance on several occasions and could not reach agreement. The Union was adamant that the grievant should not have been disciplined due to driving which occurred off Company property. The Company was adamant that discipline was appropriate whether it was on or adjacent to Company property. The Company has an obligation to address any unsafe behavior which may affect employees or the public.

Decision

Given the discipline has deactivated; the Committee agrees the issue is moot and closes the grievance without prejudice to the position of either party.



Doug Veader, Chairman
Review Committee

1/20/12

Date



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

1/20/2012

Date