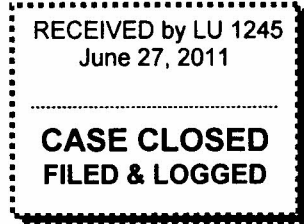




REVIEW COMMITTEE



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 No. 20695 Energy Delivery – Electric T&D - Stockton

Deborah Sargent
Company Member
Local Investigating Committee

John Mendoza
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder issued for a backing accident.

Facts of the Case

The grievant is a Lineman with a hire date of January 2, 2001. At the time of the incident she had no active Positive Discipline.

The grievant attempted a turn in a cul-de-sac while driving a truck and trailer. Upon realizing she could not make the complete turn, she backed up and jackknifed. The resulting damage to the rear deck and valve cover of the truck was estimated to cost \$10,000 at a local body shop. The repair work was ultimately performed internally by a General Construction Mechanic with approximately one day of labor.

Discussion

The Union argued that the grievant did what she had done several times before with other trucks she had driven. The line truck's turning radius was not as good as the other line trucks she had driven so she was not able to make the full turn in the cul-de-sac. Her only option was to back up three feet to complete the turn. This was a minor incident in which the vehicle did not hit another object. Given these factors and her clean record the Written Reminder should be mitigated.

The Company pointed out that there is no dispute that the accident was avoidable. The grievant misjudged the distance and angle between the truck and the trailer. A Written Reminder for this backing accident is neither excessive nor inconsistent with discipline issued for other similar backing accidents. There are no mitigating factors to reduce the disciplinary action.

Turning to the specific facts of this case, the Committee agreed that the grievant's unfamiliarity with the vehicle contributed to her being in a situation where she needed to back up. Once in that situation, however, she was responsible for backing up safely. There are no mitigating factors in the record to account for inability to back up safely. The Committee also noted that on any given day, an employee may be assigned a vehicle which they have never driven before.

Decision

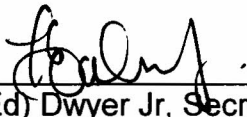
The Committee agreed the Written Reminder was issued for just cause. This case is closed without adjustment.



Doug Veader, Chairman
Review Committee

6/10/11

Date



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

6/10/2011

Date