

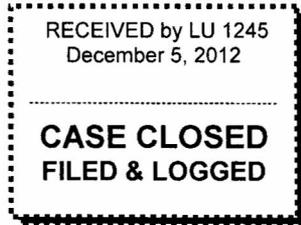


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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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 20971 Gas Operations – Gas T&D – Concord

Brenda Legge
Company Member
Local Investigating Committee

Lou Mennel
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Fieldperson for falsification of timecards and mark and locate documentation.

Facts of the Case

The grievant was a Fieldperson with nine years of service and no active disciplinary action at the time of his discharge. The grievant was discharged for multiple days of time card falsification including straight time and overtime. The record shows multiple instances where the grievant reported that he worked jobs which, as verified by GPS, he was either not at during the times indicated or not there at any time during the day

Discussion

The Union argued that the grievant was given permission to combine his breaks with his lunch and was allowed to take the hour long lunch at any time during his shift. On some days he chose to take his lunch during the last hour of his shift. This accounts for time at the end of his shift. In regard to the accounting, the grievant was following the direction he was given regarding the charging of his time to larger jobs. This direction from management accounts for the actual job times not matching the recorded job times.

The Company responded that while the grievant was given permission to combine his breaks with his lunch to provide for a one hour lunch break, he was never advised he could take his lunch break outside of the mid-shift window as required by the Labor Agreement. If the grievant believed he could take his lunch at the end of the shift (and actually did so), then he should have recorded it as such.

The Company added that there are many hours of unaccounted for time during the days in question. In addition to the straight time hours which were not worked, the grievant submitted for overtime for periods where no work was performed.

Decision

The Committee agrees, based on the facts of this case, that the discharge was for just cause and closes this case without adjustment.

 11/30/12

Doug Veader, Chairman Date
Review Committee

 11/30/2012

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