

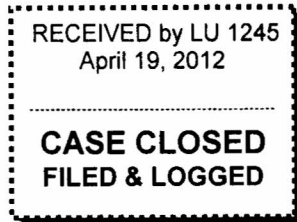


REVIEW COMMITTEE

IBEW



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
1 DECISION
2 LETTER DECISION
3 PRE-REVIEW REFERRAL

F. E. (ED) DWYER Jr., SECRETARY

Pre-Review Committee Number 21043 Gas Operations – Gas T&R - Hayward

Voncille Williams
Company Member
Local Investigating Committee

Bernard Smallwood
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 Fieldperson with eight years of service. At the time of the incident he had no active Positive Discipline.

The grievant turned into a long dead-end driveway of a condominium complex. After performing his work, the grievant attempted a three point turn in order to exit the complex. As he backed up, the boom of his truck struck the overhang of the garage, damaging the rain gutter. The overhang was not visible from the cab of the truck, in the back-up camera, or with the side mirrors. The grievant indicated that as he was backing up, he thought he was clear of the overhang.

Discussion

The Union argued to reduce the discipline level due to the minimal amount of damage to the overhang and no damage to the Company vehicle. Additionally, the grievant had no option other than to back up.

The Company pointed out that the grievant was aware of the overhang while backing up and did not ensure that he had clearance. A Written Reminder for this backing accident is neither excessive nor inconsistent with discipline issued for other similar backing accidents.

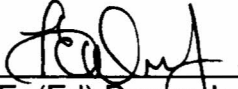
After a lengthy discussion the Committee could find no mitigating factors to reduce the discipline and that there was just cause for the Written Reminder.

Decision

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



Doug Veader, Chairman 4/11/12 Date
Review Committee



F.E. (Ed) Dwyer Jr, Secretary 4/11/2012 Date
Review Committee