



# 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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RECEIVED by LU 1245  
October 17, 2012  
  
**CASE CLOSED  
FILED & LOGGED**

DOUG VEADER, CHAIRMAN  
 DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

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

## Pre-Review Committee Number 21220 Electric Operations – TSM&C – Bakersfield

Deborah Harper  
Company Member  
Local Investigating Committee

Mark Rolow  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns the discharge of an Electrician for a serious grounding incident.

### Facts of the Case

The grievant was an Electrician with 8 years of service and an active Written Reminder for a safety incident at the time of discharge. According to the LIC Report, it was reported that the grievant hung a ground outside of a clearance and was in the process of hanging a second ground when a co-worker saw what he was doing and yelled for him to stop. The grievant did not report this as required by Letter of Agreement 10-42-PGE, the Close Call Reporting program.

### Discussion

The Union argued that discharge is too severe a consequence for the actions of the grievant. The Union also stated that there have been several cases in which former GC Electricians have been disciplined for switching errors after transferring in as Division Electricians. In this case the grievant was in the position for four years however the Union believes that the Company should be aware that some additional training may be warranted for newly transferred employees.


The Company responded that this is a very serious safety incident which could have had serious consequences. Given the employees active Written Reminder along with his failure to report the incident, the discharge was for just cause.

### Decision

The Committee agrees the discharge was for just cause and closes this grievance without adjustment.

  
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Doug Veader, Chairman  
Review Committee

10/16/12  
Date

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

10/16/2012  
Date