



# 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 21258 Electric Operations – GC Line – Fresno

Monica Oakes  
Company Member  
Local Investigating Committee

Mark Rolow  
Union Member  
Local Investigating Committee

### Subject of the Grievance

This case concerns a Decision Making Leave (DML) issued to Subforeman A for a work performance incident.

### Facts of the Case

The grievant is a Subforeman A with 27 years of service and an active Written Reminder for work performance at the time of the incident. An outage occurred as a result of work performed by a contract crew which the grievant had been inspecting. The grievant had failed to notice that the fuse had been installed incorrectly.

### Discussion

The Union argued that the grievant should not have been held accountable for the mistake made by the contract crew. The contract crew had their job packet with the proper instructions on the fuse installation. The grievant was working with two contract crews and attending to problems at two different locations. The grievant had been pulled away to other work and intended to return to the site to do a thorough inspection. Placing the grievant on a DML is excessive.

The Company responded that the grievant missed an obvious error by the crew. Although he did not perform the work, his job was to inspect the work to ensure it had been completed correctly. Given the outage to customers, obviousness of the error, and his active Written Reminder, the DML was appropriate.

### Decision

The Committee could not reach agreement on the appropriateness of the DML. Given that the active period has elapsed and the DML is no longer active, the Committee agrees to close this grievance on the basis that it is moot.

Doug Veader 3/27/13  
Date  
Doug Veader, Chairman  
Review Committee

F.E. (Ed) Dwyer Jr. 3/27/2013  
Date  
F.E. (Ed) Dwyer Jr, Secretary  
Review Committee