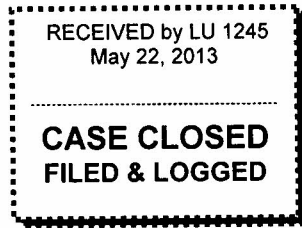




## REVIEW COMMITTEE



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 21710 Gas Operations – Gas Service – Fresno

Deborah Harper  
Company Member  
Local Investigating Committee

Mike Grill  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns a Decision Making Leave (DML) issued to a Gas Service Representative (GSR) for falsification of Company records and work performance issues.

#### Facts of the Case

The grievant has 29 years of service and has been a GSR for 23 years. In connection with a service call the grievant was required to shut off the gas at the meter. The grievant documented in the Field Automation System (FAS) system that he had shut off the gas. During the grievant's return visit to the residence, he documented that he had turned the gas back on. The Company investigation concluded that the grievant had not shut off the gas as required during the first visit and had falsified records of the work completed during both visits. Additionally, the DML letter referenced concerns over the completeness and quality of the work performed.

The supervisor indicated that there were no wrench marks at the meter set and the dust and cobwebs were not disturbed. The meter read entered by the grievant was one therm less than the read he entered at the time of shut off, yet the residence had used four therms between the date and time of the shut off and the date and time of the turn on. This usage amount was verified by smart meter reads and is consistent with the normal usage for this household.

#### Discussion

The Union argued that the grievant stated that he did turn off the gas as he documented. It is very possible that the customer turned the gas back on. Further, the cob webs and dust could have accumulated since his last visit and the lack of wrench marks are not definitive proof that the work in question was not performed.

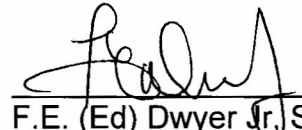
The Company responded that based on the preponderance of the evidence, it is clear that the grievant did not turn off the gas and as such falsified FAS documentation. The theory that the customer turned the gas on would need to be expanded to include the customer turning the gas off right before the grievant returned (since he claims it was off when he returned). This theory is a stretch and does not account for the grievant's documentation that there had been no gas usage when in fact there had been four therms used.

Decision

The Committee agrees the DML was issued for just cause. This case is closed without adjustment.

  
\_\_\_\_\_  
Doug Veeder, Chairman  
Review Committee

5/22/13  
\_\_\_\_\_  
Date

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

5/22/2013  
\_\_\_\_\_  
Date