

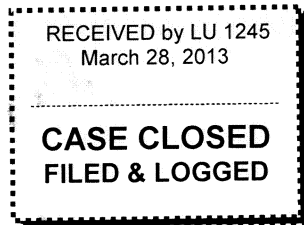


## REVIEW COMMITTEE



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 21750 Energy Supply – Hydro Generation – Rodgers Flat

Robin Wix  
Company Member  
Local Investigating Committee

Kit Stice  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns a Decision Making Leave (DML) issued to an Electric Maintenance Crew Leader for speeding and failing to report the resulting speeding ticket.

#### Facts of the Case

The grievant is an Electric Maintenance Crew Leader with 24 years of service. At the time of the incident she had no active disciplinary action on record. The grievant received a speeding ticket while traveling in a Company vehicle. While passing another vehicle, the grievant accelerated to 78 mph in a 55 mph zone. She was issued a speeding ticket from a highway patrol officer and did not report the ticket to management.

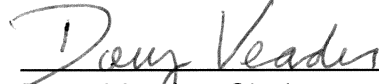
#### Discussion

The Union argued that a DML for a speeding ticket is excessive. Written Reminders have typically been issued. In regard to not reporting the ticket, the grievant did not realize this was a requirement. Since the ticket was issued to her and not the Company, she accepted personal responsibility to take care of the ticket and the fine. The employees in the headquarters, including the supervisor, did not understand there was a requirement to report a speeding ticket.

The Company responded that the requirement to report moving violations is covered in Company training which the grievant received. If she had any doubts about whether to report a moving violation in a Company vehicle, she should have inquired. In regard to the speeding itself, it is clear that the grievant knowingly exceeded the speed limit in order to pass a vehicle. Knowingly driving 23 miles over the speed limit is both reckless and an intentional violation of a key to life. Such a serious intentional safety violation warrants a serious level of positive discipline.

Decision

Subsequent to the issuance of the DML, the grievant opted to leave the employ of the Company making the grievance issue moot. Committee agrees to close this grievance without precedence and without prejudice to the positions of the parties.



Doug Veader, Chairman  
Review Committee

3/27/13

Date



FE (Ed) Dwyer Jr. Secretary  
Review Committee

3/27/2013

Date

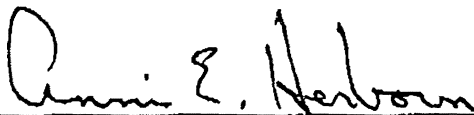
March 18, 2013

Pacific Gas and Electric Company  
Hydro Maintenance and Operations, Power Generation  
Rodgers Flat  
Storrie, CA 95980

Jerry Garidel:

I have voluntarily decided to retire in lieu of discharge, effective June 1, 2013, and acknowledge that I agree to relinquish rights to the PG&E IBEW Local 1245 grievance procedure with respect to any current and new grievances related to my employment with PG&E. Also I understand that I will not be eligible for rehire in any capacity with PG&E including as a contractor assigned to perform work or work on PG&E property, agency worker, or hiring hall employee.

I also understand that I must contact the PG&E Human Resources Service Center at 415-973-4357 to receive the paperwork I need to complete to begin collecting retirement benefits effective June 1, 2013.



Name of Employee



Date

