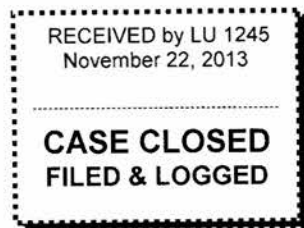




## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
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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 22109 Electric Operations – Restoration – 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 Troublemaker for being at home during his regular shift and failing to respond to an emergency tag.

#### Facts of the Case

The grievant is a Troublemaker with 24 years of service. The grievant was working the graveyard shift (11:00 p.m. to 7:00 a.m.). During the shift, the grievant did not respond to an outage tag. Dispatch attempted to contact the grievant, but he did not answer his Company cell phone or return their message. After waiting approximately an hour, another Troublemaker was called out off the 212 list.

An investigation determined that the grievant was at home during the time dispatch had attempted to contact him. A GPS Report showed that the grievant was at home for approximately 2 ½ hours from 1:49 a.m. to 4:17 a.m. The grievant acknowledged that he was at home during this time. He indicated he had stepped in dog feces and had gone home clean up and then worked on his truck at home and missed the call because his phone was in the charger. He did not notify Dispatch or his supervisor that he was going home.

Four days prior to this incident, the supervisor sent an e-mail to the Troublemakers on his team reminding them of the prohibition from being at home while on any shift. The e-mail confirmed the expectation to be in the yard if there is no work on their screen. The grievant did not attend the tailboard where these expectations were covered, but the supervisor discussed these with the grievant over the phone the day before the incident.

#### Discussion

The Union argued that the grievant was never given a proper tailboard with the Company's expectations and it had been a long standing practice to be at home on your regular shift when there was no work. The grievant has a spotless record in his almost twenty-three years of service. The DML is without just cause.

The Company responded the grievant was advised of the expectation the night before this incident occurred. Despite this communication the grievant did not follow those directions and was at home for approximately two and one half hours. This in turn resulted in his failure to respond to an IR tag requiring a call-out of an additional employee to respond.

Decision

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

Doug Veader 10/20/13  
Doug Veader, Chairman Date  
Review Committee

F.E. (Ed) Dwyer Jr. 11/20/2013  
F.E. (Ed) Dwyer Jr., Secretary Date  
Review Committee