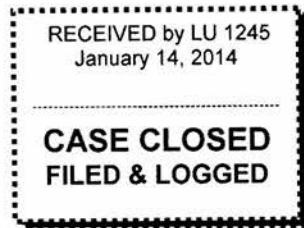




REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 N. WIGET LANE
WALNUT CREEK, CA 94598
(530) 246-6430



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

ROBIN WIX, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Pre-Review Committee Number 22171 Gas Operations – Gas Field Services – Northern Region

Deborah Harper
Company Member
Local Investigating Committee

Lloyd Cargo
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave (DML) issued to a Gas Service Representative for being home during his regular shift and failing to request work from dispatch.

Facts of the Case

The grievant is a Gas Service Representative (GSR) with 26 years of service. The grievant's assigned shift was 4:00 p.m. to Midnight. When not working assigned tags, GSRs are expected to contact dispatch for work, and if no work is available, the GSR is to remain in the service center yard until work is dispatched. GSRs are not to be at home during their assigned shift. Communication of these expectations occurred on several occasions in which grievant was present.

While reviewing a daily GSR productivity report for May 30, 2013, the supervisor noted that the grievant had over 3 hours of unavailable time, which prompted the supervisor to review a GPS report. The GPS report identified that grievant was at home for 1 hour from 7:17 to 8:17 p.m., and 1.25 hours from 10:47 to the end of his shift. Additionally, grievant was at a friend's house for approximately 1.25 hours that same day. A GPS report showed that grievant was at home or nearby his home on several other dates while he was on shift.

Discussion

The Union argued that the Company gave the grievant a coaching and counseling and then issued a DML bypassing other steps of the Positive Discipline Guidelines that would invoke behavioral change. Grievant had no active discipline at the time of the incident and a lower level of discipline is warranted.

The Company responded that the expectations to contact dispatch for work, and remain in the yard when no immediate work is available, has been clearly communicated on numerous occasions. At the LIC, the grievant acknowledged his understanding of these requirements and that he knew he

was not supposed to be at home during his shift. He further stated that he follows the rule 90% of the time.

Company further noted that in PRC 22109, a DML was given to a Tman, who had no active discipline at the time, for being at home while on shift. In that case, the DML was upheld for just cause. PRC 22109 and this case are very similar and therefore the level of discipline should be the same.

Decision


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



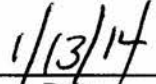
Robyn Wix, Chairman
Review Committee



Date



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



Date