



## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
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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 22267 Electric Operations – Substation M&C - Vacaville**

Robin Wix  
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 an Electrician for a safety incident which resulted in an injury to a co-worker.

#### Facts of the Case

The grievant is an Electrician with 28 years of service. The grievant has been an Electrician for approximately 20 years, and has been assigned to Substation M&C as an Electrician for approximately 2 years at the time of the incident.

The grievant and another journeyman Electrician were assigned to perform mechanical service on Suisun CB0-1300 on July 10, 2013. During the course of the work assignment several procedures and safe work practices were violated including failing to properly place Man on Line (MOL) tags in accordance with Substation Switching procedures; failing to properly document a tailboard; failing to stop the job and request extended clearance limits to address encroachment concerns related to impaired overhead clearance; violating grounding procedures by clamping two bundled conductors with one clamp; and tossing test leads over an 8 foot cabinet without clear visual contact of the second electrician. The test leads made contact with the energized equipment causing an explosion and a 12 kV arc flash. As a result of this incident, the second electrician fell from the ladder and received burns to his right hand.

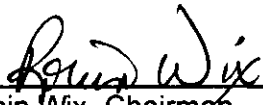
#### Discussion

The Union argued that a DML was too severe and has resulted in disparate treatment as the other journeyman electrician received a Written Reminder (WR) for this incident and had no active discipline.

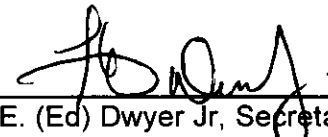
The Company responded that the level of discipline that was issued to both employees was appropriate for the actions taken by each individual. The grievant was issued a higher level of discipline because he ultimately had control of the action that resulted in the test leads hitting the energized equipment, causing the arc flash and explosion which resulted in injury to his co-worker. While both employees agreed to place the leads over the top of the cabinet, the second electrician was expecting the leads to be placed on top of the cabinet, not thrown in the air. The grievant had control of the situation at this point in the work process and knew he could not see the other electrician on the ladder on the opposite side of the cabinet. He was aware there was energized equipment overhead, yet he proceeded to throw the leads high in the air over the cabinet rather than placing them on top of the cabinet for the second electrician to pick up. The grievant assumed the second electrician would catch the leads. It is the final action by the grievant that warranted the higher level of discipline.

Decision

The Committee agrees the discipline was issued for just cause and this case is considered closed.

  
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Robin Wix, Chairman  
Review Committee

3/6/14  
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Date

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

3/6/14  
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Date