



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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(707) 452-2700

ROBIN WIX, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Pre-Review Committee Number 22315 Gas Operations – Field Services – Chico

Marlene Brock
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 a Gas Service Representative for being at home during his regular shift and not completing assigned work.

Facts of the Case

The grievant is a Gas Service Representative (GSR) with 23 years of service. The grievant's regular schedule is Sunday – Thursday 8:00 a.m. to 4:30 p.m. The grievant had no active discipline at the time of the incident.

The Company communicated expectations that GSRs not be at home during regular or overtime work hours in July 2011 and again in August 2013. Grievant was present during both tailboards where expectations were communicated, and confirmed he was aware of these expectations. Grievant stated he believed working tags on customer's property on Sundays was a safety issue and had raised his concerns to leadership. Leadership affirmed, at that time, if there were any safety issues at a particular customer's property the GSRs could walk away and note the tag as such however, tags should be worked on Sundays. Additionally, grievant recently returned from Medical Leave and told his supervisor he had to organize his tools and clean and wax his assigned truck, which he stated he completed on the Sundays when at home.

Review of five weeks of grievant's Daily Work Reports showed that on five Sundays and one Monday Holiday on Pre-arranged overtime. The grievant worked 49 hours, completed 23 tags in approximately 9 hours, left 99 tags unworked and spent over 17 hours at his home.

Discussion

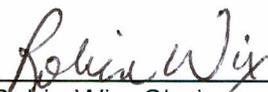
The Union argued that the DML was too severe for a long service employee and based on grievant's communication to his supervisor that he needed to organize and clean his truck upon return from Medical Leave of Absence. The Union stated that the supervisor should have reviewed the

expectations with the grievant upon his return and clearly communicated that organizing and cleaning of his vehicle must be done at the yard.

The Company argued that a DML is the appropriate level of discipline in this case based on grievant's failing to complete work during his regularly assigned shift and one holiday overtime shift by remaining at home. The expectation to not work from home had been well communicated since June 2011, and grievant admitted he was aware of the expectation. Company argued that the grievant made a unilateral decision to not work the majority of his assigned tags on Sundays even after being told of the expectations.

Decision

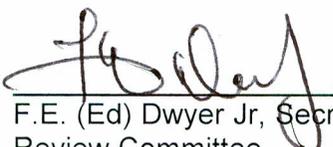
The Committee determined that the Company had clearly communicated expectations and that the grievant was aware he was not to work from home. The Committee agrees the discipline was issued for just cause and this case is closed without adjustment.



Robin Wix, Chairman
Review Committee



Date



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



Date