



REVIEW COMMITTEE

IBEW



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LABOR RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
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ROBIN WIX, CHAIRMAN

KIT STICE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Pre-Review Committee Number 22785 Electric Operations – Resource Management– San Rafael

Joe Brennan
Company Member
Local Investigating Committee

J.V. Macor
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns an Oral Reminder issued to an Operating Clerk at the San Rafael Service Center for raising her voice and responding unprofessionally to another employee who was providing her work direction.

Facts of the Case

The grievant is an Operating Clerk with 36 years of service. The grievant had no active discipline at the time of the incident.

The grievant reports to the Resource Management supervisor and provides clerical support to the PS&R work group. On the date of the incident, the grievant and a management employee that she provides clerical support for entered into a discussion regarding work processes which became elevated when she raised her voice and stated more than once "you are not my supervisor".

Discussion

The Union argued that the grievant was simply trying to understand the work process which she was unfamiliar with at the time of the incident. Additionally, due to severe staffing reductions, the grievant disagreed that the work she was being asked to do at that time was a priority compared to her other assigned work. The Union further argued that the grievant is a 36 year employee with a good work record and that the discussion was escalated by both parties. The Union argued that this incident warranted nothing more than a Coach and Counseling.

The Company argued that the grievant's reaction to being questioned about the work she was doing and her ensuing response was unprofessional. During the investigation, three witnesses confirmed that the grievant raised her voice and responded to the management employee "you are not my supervisor". Additionally, those same witnesses stated that the management employee never raised his voice. The grievant should have addressed her concerns in a

professional manner and sought assistance from her direct supervisor if she disagreed with the tasks she was being asked to perform. Based on the employee's unprofessional behavior, the Oral Reminder was for just cause.

Decision

The Committee was unable to agree on the appropriate level of discipline and noted that the Oral Reminder has deactivated, rendering the issue moot. This grievance is closed without prejudice to either party's position.

Robin Wix 4/6/15
Robin Wix, Chairman Date
Review Committee

Kit Stice 4/6/15
Kit Stice Date
Review Committee