



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
(530) 246-6430

CLAIRE IANDOLI, CHAIRPERSON

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

REVIEW COMMITTEE

IBEW



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

KIT STICE, SECRETARY

Pre-Review Committee Number 24296 Gas Operations-- Gas T&D – Sacramento

Debbie Sargent
Company Member
Local Investigating Committee

Keith Hopp
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the issuance of an Oral Reminder to a Gas Crew Leader-Arc for getting into a verbal altercation with another co-worker in violation of the Employee Code of Conduct.

Facts of the Case

Grievant had 22 years of employment with the Company at the time of the incident. Grievant was issued an Oral Reminder in conduct for a verbal altercation that occurred between him and another co-worker.

Discussion

The Union argued that the discipline was too severe and that Grievant's co-worker may have initiated the verbal altercation.

The Company argued that Grievant's behavior was disruptive and unprofessional, resulting in an oral reminder.

Decision

The Committee discussed this case at length and could not agree on the appropriate level of discipline. The parties agree to close this case without precedent as it is now moot.

Claire Ier 4/19/18
Claire Iandoli, Chairperson Date
Review Committee

Kit Stice 4/19/18
Kit Stice, Secretary Date
Review Committee