



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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KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Pre- Review Committee Number 24932 Electric Operations –Service Planning – West Sacramento

Julia Albuquerque-Kurtz
Company Member
Local Investigating Committee

Gerald Williams
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns an Operating Clerk at the West Sacramento RMC who was issued an Oral Reminder in Conduct following an incident at a staff meeting.

Facts of the Case

The Service Planning department participated in an all employee call in January 2019. Following the call, a Manager provided additional information to those in attendance which included workgroups from both clerical and estimating departments. During this discussion, the Grievant made several statements about the update and made statements about other work groups that the Company alleged were aggressive and made others in those groups feel uncomfortable.

Following the incident, several of the Grievant's co-workers came forward and noted that they were uncomfortable during the meeting given the Grievant's behavior. The Company conducted further investigation and subsequently issued the Grievant an Oral Reminder in Conduct.

During the LIC, one of the witnesses interviewed during the investigation testified that he was not uncomfortable with the grievant but the situation at the meeting between the Grievant and the supervisor.

Discussion

The Company maintained that the discipline was appropriate given the aggressive and inappropriate behavior and that the behavior continued even when the supervisor tried to keep the group on topic.

The Union stated that the Grievant had not changed the topic and had only weighed in on another employee statement. Further, many employees voiced their concerns following the grievant. To discipline only the grievant does not demonstrate consistent expectations of the entire workgroup.

Decision

The parties agreed that the testimony provided at the LIC had clarified some of the facts in this case. Given the clarity provided by those statements and the very specific facts in this case, the Company and Union agree the Oral Reminder should be reduced to a Coaching and Counselling.

This case should be considered closed based on the above and without prejudice toward other cases.

For the Company:

 05/20/2020

Kathy Ledbetter, Chairperson Date
Review Committee

For the Union:

 05/19/2020

Lloyd Cargo, Secretary Date
Review Committee