



REVIEW COMMITTEE

IBEW



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

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Pre- Review Committee Number 25000 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 a Written Reminder in Conduct.

Facts of the Case

At the time of the incident, the Grievant who worked in the Joint Pole/Joint Utility team had 32 years of service. She also had recently been issued an Oral Reminder in Conduct for a similar issue.

Following a Company investigation, it was determined that the Grievant had made aggressive and unprofessional comments about her co-workers as well a rotational supervisor with regard the quality of their work.

Discussion

The Company maintained the discipline was appropriate given the active Oral Reminder for similar behavior and the seriousness of her actions towards her co-workers.

The Union stated that the Grievant is a long service employee and did not intend to offend anyone and had, in fact, apologized to her co-workers. The Union also maintained that to single out the

grievant for being passionate about improving quality is not only unfair, but does not then allow for employees to speak up when there are concerns.

Decision

Prior to discussion at Pre-Review Committee, the Written Reminder had been deactivated making this issue moot.

This case should be considered closed based on the above and without precedence 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