



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

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Pre - Review Committee Number 25079 Hydro Operations- Power Generation – Drum Powerhouse

Monica Oakes
Company Member
Local Investigating Committee

Kyle Whitman
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder issued to Hydro Operator following an operating error that resulted in a forced outage of two units which then tripped third party generators off-line.

Facts of the Case

In May 2019, the Grievant along with a Hydro Operator-In-Training (HOIT) were performing tests at Drum Powerhouse. At the time of the event, the HOIT had three weeks of Company Service and had not been cleared for unescorted access to the switchyard nor had achieved Qualified Person status.

In the course of conducting the tests, the Grievant provided his keys to the HOIT and instructed him to perform tasks he was not yet trained for in the switchyard unescorted. While performing the tasks, the HOIT mistakenly closed a breaker and caused an electrical disturbance. This, in turn, caused several generators to be tripped offline and a forced outage of two units. There was also potential for serious harm and equipment damage.

Discussion

The Company argued that the Grievant demonstrated reckless behavior in this case and as a violation of the Safety Principle warranted disciplinary action. Given the significance of the behavior, the resulting outages, and possible harm to the HOIT, the Written Reminder was appropriate and for just cause.

The Union stated that the Written Reminder was too severe as the Grievant did not believe he was sending the HOIT into a hazardous situation and has been extremely remorseful since the event.

Decision

The parties did not reach agreement on this case. However, since this was referred to the Committee, the Grievant left employment with the Company. As such, the case is now considered moot.

Based on the above, the case is considered closed and without prejudice toward either party.

For the Company:

 06/09/2020

Kathy Ledbetter, Chairperson Date
Review Committee

For the Union:

 06/09/2020

Lloyd Cargo, Secretary Date
Review Committee