



## 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.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

### **Pre- Review Committee Numbers 25136 Gas Operations –Gas T&D – Sacramento**

Julia Albuquerque-Kurtz  
Company Member  
Local Investigating Committee

Keith Hopp  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns a Gas Mechanic who was involved in an incident where he and a co-worker failed to follow safety procedures and then recorded the incident on video and posting it onto social media. Both employees were issued Decision Making Leaves following the Company investigation into the incident.

#### Facts of the Case

The Grievant and another Gas Mechanic were working together on Company property in the Sacramento area.

In August, 2019, they recorded a video of the grievant working along to music, another of the Grievant eating and speaking to someone on his cell phone while clearly on company property, and finally another video of both the Grievant and the co-worker lighting cigars with a welding torch and then smoking them while inside the company building. The Grievant then posted the videos onto social media. The video was taken down shortly after.

#### Discussion

Neither party had disputed the facts in these cases.

However, the Union had opined that the level of discipline was too severe given the video was recorded during the employee's break time and they had taken care to remove references to the Company prior to posting the video. The Union further noted that smoking inside of the building, while a violation, was common practice and should not be a factor considered in this case.

Decision


The Company and Union agree that these behaviors are extremely serious. In an effort to resolve this case, the parties agreed to an equity settlement. The Decision Making Leave will be reduced to two Written Reminders --one in Work Performance for the safety incident and another in Conduct for the violation of the Code of Conduct.

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

**For the Company:**

 05/13/2020  
\_\_\_\_\_  
Kathy Ledbetter, Chairperson      Date  
Review Committee

**For the Union:**

 05/13/2020  
\_\_\_\_\_  
Lloyd Cargo, Secretary      Date  
Review Committee