



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 Number 25137 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

Since this case was filed, the Grievant has left the Company. That grievance is now considered moot and will be settled without adjustment.


This case should be considered closed based on the above.

For the Company:

 05/13/2020

Kathy Ledbetter, Chairperson Date
Review Committee

For the Union:

 05/13/2020

Lloyd Cargo, Secretary Date
Review Committee