



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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INTERNATIONAL BROTHERHOOD OF
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KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

Pre-Review Committee Number 25328 Telecommunications – Vacaville

Claire Iandoli
Company Member
Local Investigating Committee

Keith Hopp
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance concerns the termination of a Telecommunications Technician for falsification of time records, utilization of a company vehicle for personal use without authorization and excessive use of a company issued cell phone for personal business.

Facts of the Case

In 2019, the Grievant's supervisor became concerned as to the accuracy of his timecards and contacted Corporate Security. Prior to this, the supervisor had provided instruction to the Grievant on the importance of timely and accurate time keeping.

A subsequent Company Corporate Security Investigation determined that between February and November 2019, the Grievant had repeatedly arrived late for work or left work early without permission, utilized his company vehicle without authorization for personal use, spent time from his work day at the homes of personal acquaintances, utilized his company cell phone to conduct personal business for an excessive amount of time and had posted his Company cell phone number online as a point of contact for his outside of work coaching activities.

The Grievant was terminated based on the investigation findings in February 2020. He had no active discipline at the time of termination.

Discussion

The Company maintained that the Grievant had reported to work late or left work early on numerous occasions and spent multiple hours visiting friends on company time all without

permission and without properly reporting his time. The Grievant is well aware of expectations to report time accurately and reporting any absence especially given the meetings with his supervisor on the topic over the prior year.

In addition to the time away from the job, the Grievant spent an excessive amount of time on his cell phone either by call or by text conducting personal business. While the Company Code of Conduct notes that an employee may use the phone for "limited personal use" this pattern goes way beyond any reasonable interpretation of that expectation.

The Committee agreed that both access and cell phone records documented that the Grievant had arrived late or left early without permission or had spent significant amount of work time using his company issued cell phone for calls or text all while conducting personal business. In addition, the Committee noted that the vehicle location data confirmed the location of the Grievant on multiple days where he had also acknowledged he was visiting acquaintances for personal reasons. The data also confirmed dates the Grievant took the vehicle home without permission.

The facts of the case confirmed that the Grievant submitted timecards indicating he had worked a full 8 hour workday in each of the cases noted in the investigation. These dates included both straight time and overtime hours.

Decision

The Committee agreed that there was appropriate and just cause for the termination in this case based upon the Grievant's falsification of time records, excessive number of occasions he visited personal acquaintances or arrived late or left early without permission as well as the significant amount of time he conducted personal business during his workday.

This case is to be considered closed without adjustment based on the above.

For the Company:

 October 14, 2021

Kathy Ledbetter Date
Chairperson, Review Committee

For the Union:

 October 14, 2021

Lloyd Cargo Date
Secretary, Review Committee