



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 25334 Customer Services – Contact Center – Sacramento

Lisa Bechtel
Company Member
Local Investigating Committee

Gerald Williams
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance concerns a Decision Making Leave issued to a Service Representative I at the Sacramento Contact Center. The discipline was issued following a company investigation that determined the Grievant had accessed another employees purse and taken cash from the inside.

Facts of the Case

In November 2019, the Grievant and two co-workers were the only employees working in the general area of the Grievant's workstation. The two co-workers stepped away for a few moments. As they returned to their workstations, they observed the Grievant standing over one of their desks—specifically standing over a purse.

Both employees testified that the purse was closed when they left but observed the grievant standing over the purse which was now open upon their return. The co-worker immediately searched inside the purse and determined that \$27.00 she had recently placed there was missing.

The Grievant testified that she was in that area but looking for cleaning supplies and personal items that may have been in the area as she had just moved from that workstation.

The Grievant had no active discipline prior to this incident.

Discussion

The Union argued that there was no proof that the cash was in the other employee's purse at the time of the incident. In fact, that purse was in an open area and even if the cash was there, there was also a possibility of someone else taking the cash which the company did not fully investigate.

The Company maintained that the two other employees testified they saw the Grievant over the purse and that the purse had been closed prior to that time. Further, the Company noted that Corporate Security was able to determine the exact time the cash was withdrawn a few hours earlier and then put back in the purse with a subsequent receipt. Given this preponderance of the evidence, the Grievant had, in fact, taken the cash from a co-worker.

Decision

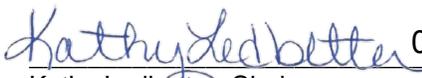
While both the Company and Union agree that theft of another employee's belongings or cash is an extremely serious offense, the parties could not agree on the specific facts of this case and the subsequent discipline issued.

However, given the length of time since the incident and in an effort to settle this case, the parties agree to an equity settlement. The parties agree that upon signature of this settlement, the Decision Making Leave will be deactivated.

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

For the Company:

For the Union:

 01/11/2021
Kathy Ledbetter, Chairperson Date
Review Committee

 01/08/2021
Lloyd Cargo, Secretary Date
Review Committee