



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

DAVE SANKEY, SECRETARY

Pre-Review Committee No. 25354 Electric Operations – Metering - Livermore

Brandy Boushey
Company Member
Local Investigating Committee

Rey Mendoza
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave and Demotion issued to a Metering Systems Crew Leader.

Facts of the Case

In February 2020, a Company investigation concluded that the Grievant had violated the Company Code of Conduct by harassing another employee, retaliating towards employees, making inappropriate comments about other employees work performance and interfering with an employee's job duties.

As a result of the above, the Company issued the Grievant a Decision Making Leave (DML) and demoted the grievant to Metering Systems Technician.

The Grievant had no other active Positive Discipline at the time of the Decision Making Leave and Demotion.

The Grievant voluntarily bid to an apprenticeship in another line of progression in 2021.

Discussion

The Company stated that the preponderance of the evidence in this case support the investigation findings. Given the severity of the investigation findings, the discipline was appropriate and for just cause. In addition, the Grievant was well aware of the Company expectation to treat everyone fairly in the workplace and continued to treat an injured coworker unfairly .

The Union maintained that there a lack of evidence on the Company's part. Several of the issues on the assignment of work were simply the Grievant acting at the direction of management. Based upon the lack of evidence, the Decision Making Leave and Demotion were inappropriate.

Decision

The Pre-Review Committee did not fully agree on the facts of this case. Accordingly, the Committee could not agree whether the discipline and demotion were appropriate.


The Committee noted that the Decision Making Leave has deactivated. Further, given that the Grievant has chosen to pursue an Apprenticeship in another Line of Progression, the PRC is in agreement that it would not be appropriate to return him to his prior Crew Leader position at this time.


Based on the above specific facts of the case, the parties agree to an equity settlement as an appropriate resolution. The Grievant will receive an equity settlement of \$15,000.

This case is to be considered closed based on the above and is without prejudice toward either party and non-transferable and non-referrable toward other cases.

For the Company:

For the Union:

 08/23/2022
Kathy Ledbetter, Chairperson Date
Review Committee

 08/19/2022
Dave Sarkey, Secretary Date
Review Committee