



## 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 No. 25413 Electric Operations – Electric T&D – Richmond**

Yvonne Wong Bradley  
Company Member  
Local Investigating Committee

Rey Mendoza  
Union Member  
Local Investigating Committee

#### **Subject of the Grievance**

This case concerns the termination of a Richmond Apprentice Lineman for violations of the Company Code of Conduct.

#### **Facts of the Cases**

A Company investigation determined that the Grievant had falsified entries into the Self-Reporting Activities portion of his Apprenticeship Training Records by making estimates of time. In addition, a Company Corporate Security Investigation determined that even after being advised that he could not record conversations without permission by both company and union, the Grievant proceeded to do so on at least two occasions which is a violation of the Company's Code of Conduct policy.

At the time of the termination, the Grievant was on an active Decision Making Leave for attendance issues.

#### **Discussion**

The Company maintained that the Grievant had reviewed expectations on Self-Reporting Activities (SRA) and understood the expectations to report this information accurately. The Company also maintained that by not reporting the time accurately, the Grievant falsified Company Training Records. Company noted that prior precedent setting cases have upheld termination in when the facts establish multiple cases of company record falsification. This issue along with recording conversations without permission provide that termination was the appropriate step in this case.

The Union opined that the Grievant did not intend to deceive the company by estimating his SRA hours which he understood to be an acceptable practice. He was not notified this was even an issue until just before his termination. As such, the termination is excessive and inappropriate.

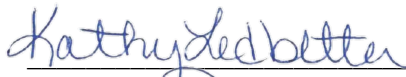
**Decision**

The parties agreed that the Grievant had multiple instances of falsified entries into the Apprentice Training documents. The Committee also agreed that the falsified entries were very serious as they could have resulted in later safety issues and jeopardized the integrity of a jointly agreed to training program.

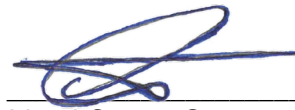
Further, the parties agree that it was inappropriate and a violation of company policy for the Grievant to record a meeting without the prior permission of those attending the meeting and given he had already been notified it was not approved in this case.

Based on the above and given the active DML in this case, the Pre-Review Committee agreed that the termination in this case was appropriate and for just cause.

**For the Company:**

 05/26/2022  
Kathy Ledbetter, Chairperson      Date  
Review Committee

**For the Union:**

 05/25/2022  
Lloyd Cargo, Secretary      Date  
Review Committee