



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
(408) 282-7464

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. 25549 Electric Operations – Substation – Hayward

Yvonne Wong Bradley
Company Member
Local Investigating Committee

Garrett Markwood
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the termination of a Title 200 Substation Electrician-Switching following an incident at the Castro Valley Substation.

Facts of the Cases

In March 2020, the Castro Valley Substation was undergoing a switchgear replacement project that required the installation of two new switchgear buildings. A two-person substation maintenance crew consisting of the Grievant and another coworker were assigned switching for the test program on the new switchgear located in the second building.

The two-person crew performed several tasks related to this assignment over a two day period. On the second day, the Grievant and his coworker began their work without validating if conditions had changed from the prior day and that equipment was de-energized. Further, the Grievant was not wearing appropriate personal protective equipment (PPE) and had encroached upon minimum approach distance (MAD) for this work. Upon reaching into the cabinet to retrieve the fuse, the Grievant caused a fault which resulted in an arc flash explosion causing the Grievant to be seriously injured.

The Company investigation found that in addition to the above violations, the Grievant and coworker had also committed several serious safety violations on the first day including encroaching MAD when looking into the cabinet, not properly wearing appropriate PPE, not utilizing an observer, and not using live line tools to touch ground cables.

The Grievant had no active Positive Discipline at the time of termination.

Discussion

The Pre-Review Committee reviewed the specific violations in this case as described in the Local Investigating Committee Report. The report detailed the specific timing and violations found throughout the two days of work.

The Company maintained that termination was appropriate given the significant number of blatant, intentional violations of the Keys to Life by the Grievant and that they occurred over a two day period. These violations are a clear and serious violation of the Company's Safety Principle and as agreed to in the provisions of Letter Agreement No. 13-05.

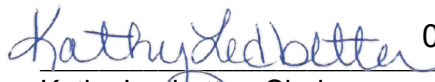
The Union noted that while the Grievant had several serious work procedure violations, they in no way should have resulted in the Grievant being terminated.

Decision

The Pre-Review Committee determined that in this case, given the multiple and significant intentional safety related rule violations, the termination was appropriate and for just cause.

This case is to be considered closed based on the above.

For the Company:

 01/03/2022

Kathy Ledbetter, Chairperson Date
Review Committee

For the Union:

 12/30/2021

Lloyd Cargo, Secretary Date
Review Committee