



## 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.  
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VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

KATHY LEDBETTER, CHAIRPERSON

LLOYD CARGO, SECRETARY

### **Pre-Review Committee No. 25626 Transportation Services – Fleet – King City**

Juan Castillo  
Company Member  
Local Investigating Committee

Jerry Camacho  
Union Member  
Local Investigating Committee

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

This case concerns a Decision Making Leave to a King City Equipment Mechanic for various conduct violations.

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

In early 2021, a Company Corporate Security Department (CSD) investigation into events of 2019 and 2020 determined that the Grievant had violated multiple Company policies and procedures including the Company's Code of Conduct. The findings included inappropriate language in text messages to other employees and working on other employees' personal vehicles during company time. The Grievant received a Decision Making Leave in February 2021 based on the above findings.

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

#### **Discussion**

The Company maintained that the Grievant was well aware of all applicable policies and procedures. The Grievant was using Company time to perform "side jobs" on other employee's personal vehicles and may have well used Company equipment. This issue along with the Grievant's behavior in the various text messages warrant the Decision Making Leave being issued.

The Union opined that while the facts of this case are quite serious, the company had condoned much of the behavior in this case and that fact should mitigate the severity of the discipline issued. Further, the Grievant stated that on one occasion he performed only a diagnostic Company time for a coworker who was uncertain if it was safe to use the vehicle.

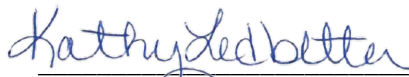
**Decision**

The Committee did not reach agreement on whether there was a violation in the specific case of performing a diagnostic or due to an emergency need with the coworker. The Pre-Review Committee would recommend the Company update any specific policy on this topic for additional clarity around emergency situations. However, the Pre-Review Committee does agree that the Grievant should have notified his supervisor before spending any company time on repair of personal vehicles.


Further, the Pre-Review Committee agreed that the Grievant understood the expectations of the Company policies and standards, knowingly violated them, and did so on multiple occasions in 2019 and 2020.

Based on the specific and significant facts within this case, the Pre-Review Committee agreed that the Decision Making Leave was appropriate and for just cause.

**For the Company:**

 06/17/2022  
Kathy Ledbetter, Chairperson      Date  
Review Committee

**For the Union:**

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