



## 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. 25712 DCPP – Fire Protection**

Nicci Plata  
Company Member  
Local Investigating Committee

David Sparks  
Union Member  
Local Investigating Committee

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

This case concerns a Written Reminder issued to a DCPP Firefighter for failure to adhere to safe work practices.

#### **Facts of the Case**

In early April 2021, the Grievant received a Coaching & Counseling for Work Performance following a Preventable Motor Vehicle Incident while exiting the apparatus bay. The accident caused damage to an engine's light bar when it came in contact with an overhead door, which took the engine out of service and cost in excess of \$2,500.00 to repair. As a direct result of the incident, the department issued a standard on the operation of the apparatus bay overhead doors which included the company expectations on 360 degree walk around process and the utilization of a backer. The standard was reviewed with all employees including the Grievant.

Two days after the Grievant signed he had reviewed the standard, the Grievant pulled a vehicle out of the apparatus bay and did not obtain and use a spotter. Then several minutes later, he did not obtain and utilize a backer as required when backing the engine into the bay.

Letter Agreement No. 13-05 notes the following:

The parties agree that discipline for safety-related incidents will only be considered when an employee acts in a reckless manner, demonstrates a pattern of carelessness or non-compliance, puts themselves, their co-workers or the public at risk by intentionally violating a Key to Life, or violates the Code of Conduct.

The Grievant had no other active Positive Discipline other than the above C&C.

**Discussion**

The Company stated that the discipline was appropriate and for just cause. The Grievant clearly demonstrated reckless behavior by his actions shortly after a prior incident and only two days after reviewing a standard written based upon the prior incident learnings.

The Union maintained that the Grievant had safely maneuvered the vehicle out of and into the apparatus bay without incident in this case, as he had routinely over the course of his career. As such, there is no need to issue a formal level of Positive Discipline.

**Decision**

The Grievant understood expectations of exiting and entering the apparatus bay based upon the prior incident and his review of the standard only two days before the violation in this case. Given this detailed review just prior to the violation, the Pre-Review Committee agreed that the Grievant had acted in a reckless manner as noted in LA No. 13-05.

Based on the above, the Pre-Review Committee agreed that the Written Reminder in this case was appropriate and for just cause.

**For the Company:**

**For the Union:**

 08/26/2022  
Kathy Ledbetter, Chairperson      Date  
Review Committee

 08/26/2022  
Dave Sankey, Secretary      Date  
Review Committee