



REVIEW COMMITTEE

IBEW



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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(707) 452-2700

KATHY LEDBETTER, CHAIRPERSON

DAVE SANKEY, SECRETARY

Pre-Review Committee Nos. 25739 & 25740 Generation – DCP

Rosa McKenzie
Company Member
Local Investigating Committee

David Sparks
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave issued to two Nuclear Operators who were alleged to have incorrectly entered training record data and who also received upgrades when not conducting Task Performance Evaluations (TPEs)

Facts of the Case

A Company Corporate Security Department (CSD) investigation found that the Grievants produced records for Nuclear Operator training that were not completed in accordance with plant standards. In addition, the Grievants were found to have received upgrade pay on days where CSD was not able to verify that training was performed.

Discussion

The Company maintained that both falsification of records and upgrade pay without fully performing the TPE duties are serious violations of the Code of Conduct. Given the specific facts of this case and severity of the incidents, the Decision Making Leaves were the appropriate level in these cases.

The Union opined that the Grievants did not intentionally submit incorrect training records. The Grievants were following long-standing practices at DCP when they conducted the training. Union maintained that training at the plant is commonly simulated in areas of the plant that don't require card swipes. As such, the TPE upgrades were not proven to be inaccurate. Given the lack of clarity and intention in this case, the discipline is too severe.

Decision


While the parties could not agree on a level in these cases, the parties agree to an equity settlement. The level of discipline for both Grievants will be reduced to a Written Reminder.

These cases are to be considered closed based on the above and without prejudice toward either party, non-transferable and non-referrable toward other cases.

For the Company:

For the Union:

Kathy Ledbetter 04/11/2023
Kathy Ledbetter, Chairperson Date
Review Committee

 04/10/2023
Dave Sankey, Secretary Date
Review Committee