



## 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.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 94696  
(707) 452-2700

KATHY LEDBETTER, CHAIRPERSON

DAVE SANKEY, SECRETARY

### **Pre-Review Committee No. 26029 Electric Operations – San Jose**

Yvonne Bradley  
Company Member  
Local Investigating Committee

Casey Salkauskas  
Union Member  
Local Investigating Committee

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

This case concerns a Decision Making Leave issued to a Compliance Inspector following an incident where inappropriate comments were made to a member of the public.

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

In February 2022, the Grievant drove his company vehicle into a parking lot to purchase his lunch at a market. While looking for a parking space, the Grievant rolled down the passenger window and in a loud voice told a street vendor to move his vehicles as they were blocking multiple parking spots. He then engaged the vendor in a conversation where he instructed the vendor to “speak English” which resulted in two bystanders intervening to assist the vendor with the conversation. Both bystanders reported the incident to the Company and noted that the Grievant was rude to the vendor.

A subsequent Company investigation found that the Grievant had acted inappropriately based upon the vendor’s national origin and in violation of the PG&E Code of Conduct. Further, the Company found that the Grievant’s behavior negatively undermined the Company reputation in the community.

#### **Discussion**

The Pre-Review Committee discussed and agreed that there was no business based reason for the Grievant to be at that location, no business reason to engage the vendor and that the entire incident could have been avoided.

The Company maintained that given personal nature of the situation, the serious violation of the Code of Conduct and negative impacts to the Company within the community, the Decision Making Leave was the appropriate level in this case.

The Union opined that the Grievant did not intend to appear rude or harm the company in any way. Give those fact, the union opined that the discipline should be reduced to a Written Reminder.

### **Decision**

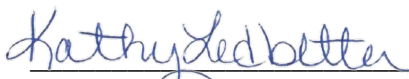
The parties are in agreement that the incident could have negatively affected the Company and did violate the PG&E Code of Conduct but could not reach agreement as to the appropriate level in this case.

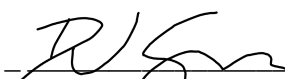
After much discussion, the parties agree to an equity settlement in this case. The Decision Making Leave will be upheld but will be corrected to show an effective date of February 5, 2022. The Company will update the Performance Record and Positive Discipline deactivation process to indicate the above date.

This case is to be considered closed based on the above and is without precedent or prejudice toward either party, non-transferable, and non-referrable toward other cases.

**For the Company:**

**For the Union:**

 4/10/2023  
Kathy Ledbetter, Chairperson Date  
Review Committee

 2/21/2023  
Dave Sankey, Secretary Date  
Review Committee