



PRE-REVIEW COMMITTEE

IBEW



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

DAVE SANKEY, SECRETARY

Pre-Review Committee No. 26054 Transportation Services - GC – Merced

Juan Castillo
Company Member
Local Investigating Committee

Ryan Skelton
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder issued to a GC Field Mechanic A following an automotive incident.

Facts of the Case

In May 2022, the Grievant was assigned to perform maintenance on a vehicle at the Merced Regional Center. As part of this work, the Grievant needed to move the equipment into the garage. Prior to moving the vehicle, he raised the vehicle outriggers but only did so partially.

At the time of the incident, there was a temporary power cord installed across the parking lot from the Garage to the wash rack. Upon moving the equipment, the outriggers caught the power cord. This then caused the attached junction box to be ripped off the wall and bent the conduit, the wiring arced, causing an Arc-Flash and the circuit breaker to be tripped.

Discussion

The Company maintained that the Grievant was both reckless and had admitted to intentionally violating a Key to Life. His intentional decision to not follow the Code of Safe Practices when choosing not to raise the outriggers completely resulted in the Arc Flash incident.

The Union opined that the temporary power cord had been struck by several other employees driving vehicles through the yard causing similar incidents but had not resulted in discipline being issued for any of those employees. Additionally, the Company was aware of the safety issue created by the temporary power cord but had not sufficiently remediated it.

Decision

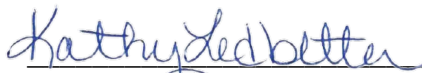
The Pre-Review Committee did not agree as to whether the Grievant had acted recklessly. However, the PRC did agree that the Grievant had intentionally violated a Key to Life by choosing not to follow Safe Driving Principles and Equipment Operating Procedures.

Given the above and that the additional hazard in the yard was left by other coworkers, the parties agree that an Oral Reminder would have been the appropriate level of discipline in this specific case.


This case is 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:

 05/10/2023

Kathy Ledbetter, Chairperson Date
Review Committee

 05/10/2023

Dave Sarkey, Secretary Date
Review Committee