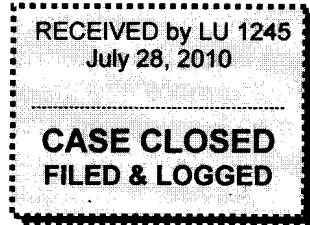




REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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P.O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-6725



INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

JOHN MOFFAT, CHAIRMAN

BOB CHOATE, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee No. 19378 Energy Delivery – Electric T&D – San Francisco

Carol Pound
Company Member
Local Investigating Committee

Landis Marttila
Union Member
Local Investigating Committee

Subject of the Grievance:

The discharge of an Electric Crew Foreman for a work procedure error resulting in damage to equipment, an explosion and outage to customers.

Facts of the Case:

The Grievant is an Electric Crew Leader with 39 years of Company Service. He was on an active Written Reminder in Work Performance as the result of a backing accident.

The Grievant pre-checked this job, the repair of broken concentric neutrals and was comfortable with his understanding of the work that was needed to be performed.

The Grievant ended up working on the wrong cable. He failed to notice that he was on a tap line and not the mainline. The cable size is noticeably different, 700 mcm for the mainline and 1/0 for the tap line. The Grievant claims that the cable was tested and tested dead. The investigation proved that the Grievant failed to clean the capacitance test points. The enclosure had been full of water and was just recently pumped out and according to others the test point were dirty and should have been cleaned. The secontionalizing tags were not cleaned and were illegible as well. The Grievant failed to follow policy and did not have a grounding observer when performing the grounding at this switch. The Grievant grounded an energized elbow.

The Grievant had a similar error, working outside of the clearance points, three months prior. That error was caught by the Grievant before anything happened and the Company provided additional training. They reviewed the grounding procedures with the Grievant and other crew members. During this training the Grievant walked out stating that: I got 40 years and you can't teach me anything.

The mistake resulted in an explosion, equipment damage and an outage.

Discussion:

Union members believe that the Grievant's actions on June 23 amount to the level of a switching error, and especially given his nearly 40 years of service, should not have resulted in his termination. When he inspected the capacitance test points, he made the determination that they did not require cleaning, and since it had been three hours since the water had been pumped out of the hole when he tested, the test points were not wet. Furthermore, the grounding manual does not require cleaning every time the caps are removed. Union members opined that the work performance discipline that is foundational for this termination is a parking incident that caused minor damage to another vehicle in the yard. For an employee with 39 years of service, this should not result in termination.

Company members opined that Grievant made a critical error, ignoring all of the indicators of the correct cable: the difference in size of the cables; the circuit map with clearance points and; the configuration of the switch and switch number with the appropriate cable. Grievant had up to eight hours to pre-check the job the day before. Grievant made the same mistake in March, but caught it in time, resulting in additional one-on-one training for him as well as tailboards for the entire crew. At the tailboard, Grievant responded by saying with his years of experience the supervisor could not teach him anything, and he walked out. The other work procedure error that contributed to the explosion was his failure to clean the capacitance test point. The enclosure had been full of water and after it was pumped out, the test points were not cleaned by either the crew or the Grievant. When a supervisor inspected the other elbows after the explosion, they were filthy, as expected when they had been under water. This caused a faulty reading when tested. Company members opined that, since the Grievant was on an active Written Reminder in the Work Performance category for a backing incident in his vehicle, and since his error could have resulted in serious injury or death and because Company found no mitigating factors the termination was warranted.

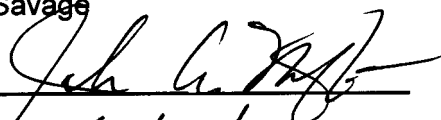
Decision:

The Grievant elected to retire and the parties agreed to this action in lieu of termination.

The parties agree to close this case without prejudice to either party's position.

For the Company:

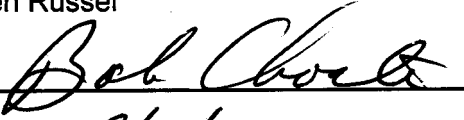
John Moffat
Gayle Hamilton
Dave Morris
Mike Savage

By: 

Date: 6/4/10

For the Union:

Bob Choate
William R. Bouzek
Louis Mennel
Karen Russel

By: 

Date: 6/4/10