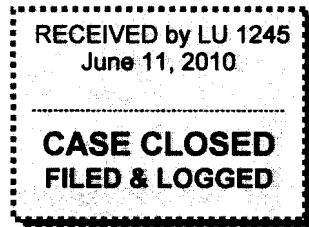




REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
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. 19760 Energy Delivery – Restoration - Redding

Robin Wix
Company Member
Local Investigating Committee

Kit Stice
Union Member
Local Investigating Committee

Subject of the Grievance:

The Discharge of a Troubleman for violation of the Employee Conduct Standard Practice.

Facts of the Case:

The Grievant is a Troubleman with 40 years of Company Service and 10 years as a Troubleman.

The Grievant was terminated on November 6, 2009 for cancelling two shut off for non pay on tags for his residence, improperly entering information into FAS and for conducting personal business on Company time. The employee at the time of the incident had no active discipline.

The Grievant stated that he was given the tags and made the notation that nothing was owed based on a conversation he had with the Meter Reading Department. The Meter Reading Department denied ever having that conversation with the Grievant. The Grievant stated that he does not allow Meter Reading or Vegetation Management employees on his property and he records the reads on a card.

The Grievant did not notify the supervisor that he was given FAS tags for his residence. The Grievant did think he had to notify his supervisor. The outstanding balance after the adjustments on his account was \$60.51.

The Grievant stated he was unaware of the Employee Conduct Policy even though he was given a copy on March 23, 2009 and had completed his Compliance and Ethics training. The Grievant stated that he does not read the conduct summary and was not aware that he would be held responsible for what is contained in the document. The Grievant stated that when allegedly working the second tag he spent 75 minutes going home and picking up his medication and personal cell phone. The Grievant stated that he did not tell his supervisor about this personal business because he does not talk to his supervisor and that he was told to charge everything to a FAS order versus charging a PCC. He said this was told to him by a previous supervisor.

The current supervisor stated that employees he supervises are expected to notify him if they are doing something other than their assigned work.

Discussion:

The Company argued that on two separate occasions the Grievant was issued tags to shut off service at his residence. On both occasions failed to notify his supervisor and on both occasions he closed out the tags without shutting off the service. Also on both occasions he noted in the FAS that the bill was paid in full. He also drove to his residence to pickup personal items and charged the Company for that time.

The Union argued that this is a long service employee and that he believed that he owed no money and that it is the Company's fault for issuing tags to the employee for his own residence.

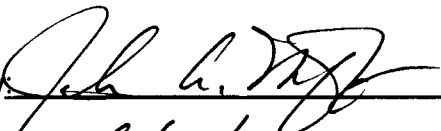
Decision:

The employee has elected to retire and the parties agree that this action is in lieu of termination.

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

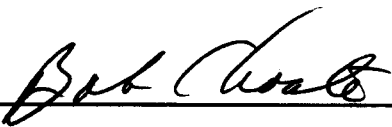
For the Company:

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