

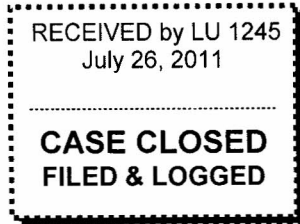


REVIEW COMMITTEE



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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VACAVILLE, CALIFORNIA 94696
(707) 452-2700



DOUG VEADER, CHAIRMAN

F. E. (ED) DWYER Jr, SECRETARY

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

Review Committee No. 20096 Energy Delivery – Field Metering Services – Auburn

Marlene Brock
Company Member
Local investigating Committee

Phil Carter
Union Member
Local Investigating Committee

Grievance Issue:

This case concerns the discharge of an Electric Meter Technician for failing to follow testing and grounding rules.

Facts of the Case:

The grievant was an Electric Meter Technician with 35 years of service. His active disciplinary record at the time of discharge consisted of a Written Reminder in the work performance (safety) category.

The grievant was discharged for safety violations in connection with his work on an electric meter panel. The safety violations included failing to ensure the equipment was de-energized and failing to install grounds. The grievant stated that he did test that the equipment was de-energized, but that his voltmeter must have failed to function properly. He did not offer an explanation for not installing grounds.

The Meter Specialist who arrived on the scene after the grievant's electrical contact, used the grievant's voltmeter to test the electric meter panel. It showed that it was energized. The voltmeter was then tested at the Auburn Meter Shop and was found to be operating correctly.

Discussion:

The Union argued that the discharge was not warranted. The grievant is a long service employee who states he properly tested the electric meter panel with his voltmeter. The lack of grounds was not the reason for the electrical contact. The reason for the contact could be the result of a faulty read by the voltmeter.

The Company responded that the discharge is for just cause given the seriousness of the violations. Failing to ground before working on the electric meter panel, is reason enough to discharge. The grievant, however, failed in more ways than not grounding. He did not ensure that the equipment was de-energized and ignored the many warning signs that the transformer was energized. Even without the active Written Reminder (which was issued for ignoring safety rules) discharge is appropriate for such serious violations.

The Committee agrees that while the grievant claims the voltmeter was defective, the facts do not support this contention. All subsequent tests have shown the voltmeter to be functioning properly. Additionally, it is undisputed that the grievant began working on the equipment without installing any grounds. Failing to ensure equipment is de-energized and failing to install grounds are both very serious safety violations.

Decision:

The Committee agrees the discharge was for just cause. This case is closed without adjustment.

For the Company:

Doug Veader
Laura Sellheim
Ruben Ramirez
Mike Savage

By: Doug Veader
Date: 7/26/11

For the Union:

F.E. (Ed) Dwyer Jr.
William R. Bouzek
Louis Mennel
Karen Russel

By: [Signature]
Date: 7/26/2011