



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

RECEIVED by LU 1245
February 17, 2012

**CASE CLOSED
FILED & LOGGED**

DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Review Committee No. 20298 Electric Operations – GC Line - Fresno

Monica Oakes
Company Member
Local Investigating Committee

Mark Rolow
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave (DML) issued to a General Construction Sub-foreman for various safety infractions.

Facts of the Case

The grievant is a General Construction Sub-foreman with 14 years of service. At the time of this incident, he had no active Positive Discipline.

The first incidents occurred on April 14, 2010 when a supervisor performed a field visit. He observed a Lineman on the grievant's crew was working on a pole wearing incorrect personal protective equipment (short mechanic style gloves). While at the same site, the supervisor observed a pole which had not been properly grounded.

The second incidents occurred on April 29, 2010 when a Lineman on the grievant's crew accidentally hung a ground stick on the top of one of the energized jumpers. Additionally, the grievant instructed this same Lineman to perform a buzz test because they did not have a working voltage tester.

Discussion

The Union opined that the grievant did not believe he had created an unsafe situation in connection with the grounding incident. Additionally, it was not established that the grievant actually observed his crew member using the wrong gloves as he climbed the pole. Finally, it was reasonable to expect the crew member assigned to loading the tools could perform that duty.

The Company opined that the grievant did not provide proper leadership to his crew. First, he allowed work to proceed without the proper grounding scheme, even after this was pointed out to him by a crew member. Second, he allowed a member of his crew to climb without the proper gloves. Third, he did not provide proper oversight resulting in not having the proper tools at the job site. This in turn resulted in an extra round-trip for the helicopter and the use of buzz testing. The grievant failed to safely lead his crew, and the discipline is for just cause.

Decision


The Committee agrees the discipline was for just cause and closes this case without adjustment.

For the Company:

Doug Veader
Laura Sellheim
Ruben Ramirez
Mike Savage

For the Union:

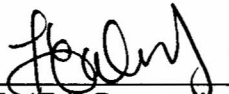
F.E. (Ed) Dwyer Jr.
James Brager
Michael Scafani
Karen Russel



Doug Veader, Chairman
Review Committee

2/3/12

Date



F.E. (Ed) Dwyer Jr, Secretary
Review Committee

2/3/2012

Date