

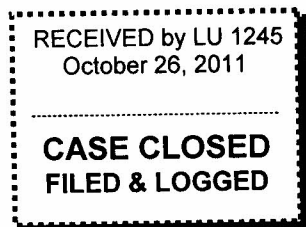


REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
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SAN FRANCISCO, CA 94177
(530) 613-3203

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



DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER JR, SECRETARY

Review Committee No. 20513 Electric Operations – GC Line – Lakeville Sub

Carol Quinney
Company Member
Local Investigating Committee

J.V. Macor
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of an employee for a no-call, no-show incident.

Facts of the Case

The grievant is an Apprentice Lineman with hire date of December 27, 2005. At the time of his discharge, his active disciplinary record consisted of a Written Reminder, a Decision Making Leave (DML) and a coaching and counseling. The Written Reminder was subsequently reduced to a coaching and counseling.

Grievant was a no-call, no-show to his 6:30 am start time. At approximately 1:00 pm that day, the grievant's Crew Foreman reached him by phone. The grievant told the Crew Foreman he was walking back to his truck which was in a parking lot. The Crew Foreman drove to where the grievant was and picked him up.

The grievant told the Crew Foreman that he didn't come to work or call because he had been arrested on outstanding warrants. The Crew Foreman said he would need to provide the Company documentation regarding the arrest to which the grievant replied the paperwork was at his grandfather's house. The two drove to the house, the grievant entered the house, and returned to the vehicle without the paperwork. He told the Crew Foreman his grandfather had lost the paperwork. He later admitted to his supervisor that he had lied about being arrested. His reason for no reporting or calling in was that he overslept.

Discussion

The Union argued that to terminate the grievant for his first attendance related infraction is not warranted. The grievant's prior discipline was unrelated to attendance.

The Company responded that the grievant's actions were very serious. First he failed to follow attendance expectations when he failed to report to work or call in. He then made matters worse by fabricating a lie to account for his behavior. He then led his Crew Foreman on a wild goose chase in an attempt to cover his lie.

The Committee noted that the Positive Discipline agreement describes the DML as "...an extremely serious step since, in all probability, the employee will be discharged if the employee does not live up to the commitment to meet all Company work rules and standards during the next twelve (12) months." The seriousness of the DML step was reaffirmed in Arbitration Case 180 when the Arbitrator, in reference to an employee a DML, stated: "...Grievant's employment was hanging by a slender thread."

The Committee agrees the grievant did not live up to his DML commitment.

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



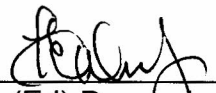
Doug Veader, Chairman
Review Committee

10/26/11

Date

For the Union:

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



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

10/26/2011

Date