

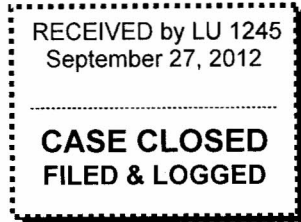


## REVIEW COMMITTEE



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



DOUG VEADER, CHAIRMAN  
 DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

### Review Committee Number 21204 Electric Operations – Electric T&D – San Jose

Yvonne Bradley  
Company Member  
Local Investigating Committee

Bill Brill  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns the discharge of a Compliance Inspector for falsifying Company records by indicating he inspected underground enclosures which he had not inspected.

#### Facts of the Case

The grievant is a Compliance Inspector with 9 years of service. At the time of the incident the grievant had no active disciplinary action.

The Company conducted a system-wide audit and quality assurance review of compliance inspection reports after it was revealed that some inspection reports had been falsified. As a result of this investigation, it was determined that the grievant falsified inspection reports for multiple underground enclosures. A Company member of the Inspection Review Committee provided the Local Investigating Committee (LIC) with details regarding the enclosures including the factors which were considered. Based on the review, it was determined that the grievant had not opened the enclosures.

During the Local Investigating Committee (LIC), the grievant stated that he opened and inspected all the enclosures in question. He stated he believed he was being set up but did not elaborate. He also stated that the vegetation could have grown back in between the time of the two inspections.

#### Discussion

The Review Committee reviewed in detail, the report on each of the enclosures. Factors used by the Company in determining whether the enclosures had been opened included items such as dirt and vegetation coverage, condition of bolts, existence of washers, and physical obstructions.

The Union argued that the amount of time between the initial inspection and the re-inspection could account for conditions at the time of re-inspection. Much of the vegetation could be attributed to the growth which would have occurred during inclement weather between the original inspection and the re-inspection. The dirt covering the lids could also be attributed to natural change over time.

The Company responded that the investigation was very rigorous and the evidence is compelling. In one situation the 42 days which passed between the inspections could not account for the vegetation, compacted dirt, and moss. In another situation, there was 24 inches of dirt over an enclosure which the grievant claimed to have inspected 5 months earlier. Additionally, the existence of rusted bolts and lack of washers is further evidence that the grievant did not open the enclosures.

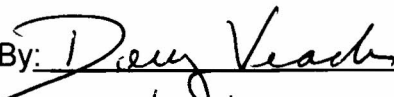
The Committee reviewed a landscaping bill in connection with this case that supports the conclusion that the grievant falsified inspections records.

Decision

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

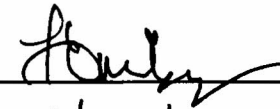
**For the Company:**

Doug Veader  
Laura Sellheim  
Rod Williams  
Phil Balistrieri

By:   
Date: 9/26/12

**For the Union:**

F.E. (Ed) Dwyer Jr.  
James Brager  
Mike Scafani  
Karen Russell

By:   
Date: 9/26/2012