



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

ROBIN WIX, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Review Committee Number 22256 Gas Operations – Maintenance & Construction – Fresno

Monica Oakes
Company Member
Local Investigating Committee

Mike Grill
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the post-accident DOT drug testing and paid 3 day administrative leave following a puncture of a 2" plastic gas main with a probe.

Facts of the Case

The grievant is a Gas Crew Leader-Non Welding with 18 years of service and 1 year in his current classification at the time of the incident.

Grievant punctured a 2" plastic gas main, which had been properly marked, with a probe while searching for a gas leak. Grievant was removed from the jobsite and placed on paid administrative leave from the afternoon of September 24th through 27th, 2013. Grievant's drug test results were negative and he was returned to work on September 28th.

Discussion

The Union argued that the Company did not follow its own DOT testing guidelines as noted in the Post-Accident Testing for Gas Employees, which states:

- An event that involves a release of gas from a pipeline; and*
(a) A death, or personal injury necessitating in-patient hospitalization; or
(b) Estimated property damage, including cost of gas lost, of the operator or others, or both, of \$50,000 or more.

Union stated that neither of the two criteria noted in the guidelines occurred in this incident. Furthermore, the Union pointed to the Company's Utility Procedure TD-4413P-04 which outlines a "significant event" as 1) over pressurization, 2) Fires and Explosions, 3) Loss of Large Customers, 4) Loss of large facilities (e.g. compressor stations), 5) Loss of large number of customers, 6) Any other significant gas event, 7) Major television coverage. Union argued the Company can possibly only

point to item #6. The Union also opined that the grievant was unnecessarily put on a paid suspension causing undue stress.

Company noted that puncturing a 2" gas main that was clearly marked does qualify as a significant event. Furthermore, the Company noted that Utility Procedure TD-4413P-04 states that "...a *significant event*" is left to the judgment of the Company personnel involved with and knowledgeable of the details of the event. *Significant events must involve Company facilities and may include...*" the 7 defined instances as noted by the Union. It is left to the supervisor in charge to determine if the post-accident testing is required.

Decision

Since no discipline was issued and the grievant was returned to work, the Committee agrees to close this case without adjustment, and without prejudice to either party's position.

For the Company:

Laura Sellheim
Rod Williams
Tanya Moniz-Witten

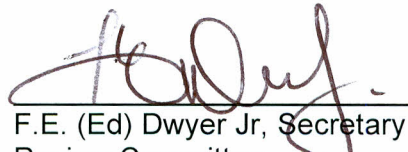
For the Union:

Jim Brager
John Blaylock
Karen Russell



Robin Wix, Chairman
Review Committee

4/23/14
Date



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

4/23/14
Date