



## 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 22258 Electric Operations – M&C – Los Padres**

Yvonne Bradley  
Company Member  
Local Investigating Committee

Patrick Duffy  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns a Decision Making Leave (DML) given to a Lineman following an altercation with a co-worker.

#### Facts of the Case

The grievant is a Lineman with 12 years of service. He and another Lineman were assigned to work a job together on 8/6/2013. They took separate vehicles to the jobsite and grievant arrived prior to the Lineman. The Lineman stated that after he arrived the grievant exited his truck and started yelling at him and using profanity because the Lineman was late arriving to the jobsite.

The Lineman further claimed that grievant backed him against his vehicle, standing inches apart, while swinging his arms in the air and continuing to yell and use profanity. The Lineman put his hands on grievant's shoulders, grabbing a hold of his sweater to move him back, at which time the grievant stumbled backwards.

Grievant stated he and the Lineman were standing at the back of the truck, about 3 to 4 feet apart, just talking when the Lineman grabbed him by the shoulders and jerked him to the ground, causing him to land on his left knee.

There were no witnesses to the interaction and the two employees have provided significantly different versions of what transpired. The Lineman was issued a Written Reminder and Grievant was issued a DML.

#### Discussion

Without any witnesses to the interaction, and relying solely on the statements given by the two employees, the Committee recognized that it is difficult to determine with certainty what actually transpired between the grievant and the Lineman. Past grievance history shows employees who engage in physical contact are generally issued a higher level of discipline.

Decision

The Committee agreed that both employees' actions are in violation of the Employee Code of Conduct and an equal level of discipline is warranted in this case. The Committee agrees to reduce the DML to a Written Reminder in Conduct.

**For the Company:**

Laura Sellheim  
Rod Williams  
Tanya Moniz-Witten

**For the Union:**

Jim Brager  
John Blaylock  
Karen Russell

s/Robin Wix                      6/2/2014

Robin Wix, Chairman                      Date  
Review Committee

s/F.E. (Ed) Dwyer, Jr.                      6/2/2014

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