



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.
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VACAVILLE, CALIFORNIA 94696
(707) 452-2700

ROBIN WIX, CHAIRMAN
☐ DECISION
☐ LETTER DECISION
☐ PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Review Committee Number 22742 Electric Operations – Substation M&C – San Francisco

Kelda Davies
Company Member
Local Investigating Committee

Mike Saner
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a General Construction Working Foreman B in the Insulation & Coating Department for falsification of Company records.

Facts of the Case

The grievant was a GC Working Foreman B at the Fulton Substation in San Francisco. The grievant had 29 years of service and no active discipline at the time of his discharge.

The grievant and a Painter A were assigned to a job at Stanford to perform work which included blast, coat and perform holiday testing utilizing a voltage holiday detection "Jeeper" device on a gas pipeline being connected to a new power plant at Stanford. Due to a family emergency, the grievant and the Painter A did not work on this job every day. Another Working Foreman B and Painter A were utilized when the grievant was unavailable.

As part of the assigned job duties, the grievant was required to complete Quality Control Level I – Coating Inspection Report forms for the work performed. During a quality control audit, the Gas Quality Management Specialist (GQMS) determined that the forms were submitted with missing or incomplete information including the "Jeeper" manufacturer, model, calibration date, coating information. Additionally, the voltage levels used to "jeep" the work was not within specifications. The GQMS provided the grievant with a Daily Field Report outlining the missing information that he needed to add to the form, and to seek approval for the jeeper voltage settings used during testing of the pipe.

After the grievant made corrections to the forms, the GQMS completed a corrective action audit and determined that the grievant falsified company records by fabricating the jeeper manufacturer, model, calibration date, and jeeper voltage settings used when testing the pipe.

Discussion

The Union argued that termination was too severe for a 29 year employee who had no active discipline at the time of the incident. The forms used to record the testing information were confusing and the grievant had not received proper training on how to fill them out prior to the incident. The grievant stated he made a mistake on the original forms as to the level of voltage used to jeep the pipe and when asked to correct it, he did so by entering the voltage he stated he actually used during the testing which was 2500v, within the required specifications.

The Company argued that as one of the Operator Qualified (OQ) Foremen assigned to the job, the grievant signed the forms, indicated that all information was accurate and reflective of the conditions of the pipe the crews prepared, coated, and tested. The grievant deliberately falsified company records by entering false information related to the testing of a gas transmission pipe. The grievant altered the forms by changing the previously recorded voltage level used to perform the holiday testing from 2100v to the required 2500v rather than obtain the required approvals as instructed by the GQMS. Additionally, the grievant knowingly falsified information on the form from a jeeper that was not used during the testing. The grievant is knowledgeable of the requirements set forth in the standards and purposely violated those standards and falsified documents. The grievant also instructed others to falsify company records by entering false jeeper information on the forms.

Decision

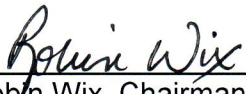
After much discussion of this case at each step of the grievance procedure, the Review Committee agreed the discharge was for just cause. This case is closed without adjustment.

For the Company:

Robin Wix
Laura Sellheim
Rod Williams
Chris Zenner

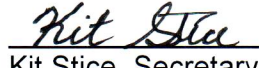
For the Union:

Kit Stice
Jim Brager
Robert Mohler
Karen Russell

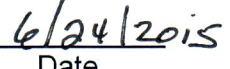


Robin Wix, Chairman
Review Committee


Date



Kit Stice, Secretary
Review Committee


Date