



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
(415) 973-8599

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

CLAIRE IANDOLI, CHAIRPERSON

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Review Committee Number 24428 Gas Service - Sacramento

Deborah Harper
Company Member
Local Investigating

Keith Hopp
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the termination of a Gas Service Representative (GSR) for violation of the Company's Code of Conduct.

Facts of the Case

The Grievant, a GSR from Sacramento, was temporarily assigned to the North Bay service territory to assist with wildfire restoration efforts. During regular work hours and after the morning tailboard, the Grievant and another GSR requested permission to drive to a local Walmart to purchase personal items. The Grievant was a passenger in the Company vehicle driven by his GSR co-worker. While at the Walmart the Grievant purchased a bottle of alcohol and one thermos container, among other items. Upon leaving Walmart the Grievant transferred the alcohol from the bottle to the thermos container. The two GSR's then returned to the temporary headquarters and the Grievant placed the all items he had purchased into his assigned Company truck. Company supervisors were notified of this incident and both employees were suspended from work pending further investigation. Subsequently, the Grievant was terminated.

Union Position

The Union believes that exhibit 6(A) shows while standing in Checkout line at Walmart on 11/11/2017, a Gas Service Manager could have intervened while witnessing the purchase of alcohol by the Grievant. Union argued that such action taken by the Company would have stopped the Grievant from putting the company & two employees at risk. Also, the Gas Service Manager had a duty to act and failed in a moment that required action. Further, the Union noted that the camp conditions were an unprecedented environment and employees did not really know what company time or personal time was. The local Gas Service supervisor stated that the Grievant was an above average GSR and an asset to the company.

Company Position

The Grievant violated the Code of Conduct by purchasing alcohol while on duty, transporting alcohol in a company vehicle and transporting alcohol in an open container. Notwithstanding the Grievant's statement that he did not know he was violating State open container laws, the Grievant admitted to the violations of the Company Code of Conduct.

Discussion

The Review Committee has reviewed this case and other similar cases. The Committee also reviewed the statements made by the Grievant in which he acknowledged his understanding of the Code of Conduct regarding transporting alcohol in a Company vehicle. In addition, the Committee noted the use of a thermos was clearly an attempt to conceal the alcohol.

Decision

Based on the discussion above with respect to the circumstances in this case, the Review Committee agrees the termination was for just cause. This case is settled and closed without adjustment.

Claire Iandoli

9/24/18

Claire Iandoli, Chairman Date
Review Committee

Kit Stice

Kit Stice, Secretary Date 9/24/18
Review Committee