



## REVIEW COMMITTEE

**IBEW**



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KATHY LEDBETTER, CHAIRPERSON

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### **Review Committee Number 25374 Gas Operations – GC Gas**

Nathaniel Allen  
Company Member  
Local Investigating Committee

Jody Castro  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns the discharge of a GC Gas Utility Worker for multiple violations of the Company Code of Conduct. The violations included being absent from his job site without permission, timecard falsification and falsification of meal expenses.

#### Facts of the Case

The Grievant was supporting the PSPS Events in the North Bay during October 2019. On both October 28 and October 31, 2019, the Company determined that the Grievant may not have been at his actual work location.

On October 31, 2019, he could not be located by the temporary supervisor who was then told by a co-worker that the Grievant was on vacation that day. Both the temporary and regular supervisor maintained that they had not previously approved the vacation request. During the workday, the Grievant participated in several group text messages about the status of the PSPS event and their work assignments.

The Grievant subsequently submitted timecards for the week indicating he had worked on October 31<sup>st</sup>. The timecard for that day also included overtime and missed meals. Upon further investigation, the regular supervisor determined that the Grievant had also submitted for missed meals as well as for expense account reimbursement of those same meals on two other dates that week.

The Grievant was terminated for the events in this case. During a review of the case at the Fact Finding step, the Company agreed that there was not sufficient just cause to discipline for his

