



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
375 N. WIGET LANE, SUITE 130
WALNUT CREEK, CA 94598
(408) 282-7464

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

KATHY LEDBETTER, CHAIRPERSON

DAVE SANKEY, SECRETARY

Review Committee No. 25731 Electric Operations – Electric T&D – San Carlos

Yvonne Bradley
Company Member
Local Investigating Committee

Phuong Tran
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Written Reminder issued to a San Carlos Compliance Inspector following an automotive incident.

Facts of the Case

In January 2021, the Grievant was involved in a backing accident. The Company reviewed two prior automotive incidents involving the Grievant and concluded that a pattern of carelessness existed, and that Positive Discipline should be considered given the provisions of Letter Agreement No. 13-05.

The Grievant was involved in prior automotive incidents in 2019 and 2020. He did not receive any discipline nor participate in a Safety Discussion in those cases.

Letter Agreement No. 13-05 notes the following:

The parties agree that discipline for safety-related incidents will only be considered when an employee acts in a reckless manner, demonstrates a pattern of carelessness or non-compliance, puts themselves, their co-workers or the public at risk by intentionally violating a Key to Life, or violates the Code of Conduct.

The Grievant had no other active Positive Discipline prior to the date the Written Reminder was issued.

Discussion

The Company maintained that the Grievant has shown a pattern of unsafe behavior. Given that pattern and the provisions of LA 13-05, the discipline is appropriate and for just cause.

The Union maintained that there is no real pattern in this case and that formal discipline was not required. Specifically, the incident in 2020 could not be attributed to any unsafe behaviors of the Grievant and should not be considered when determining discipline in this case.

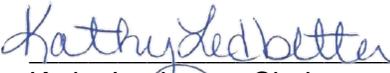
Decision

The parties did not reach agreement as to whether a pattern of carelessness had occurred in this case. However, the parties agree that given the specific facts in this case, the discipline should be reduced to an Oral Reminder.

This case is to be considered closed based on the above and is without prejudice toward either party and non-transferable and non-referrable toward other cases.

For the Company:

For the Union:

 08/23/2022
Kathy Ledbetter, Chairperson Date
Review Committee

 08/23/2022
Dave Sankey, Secretary Date
Review Committee