



REVIEW COMMITTEE

IBEW



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INTERNATIONAL BROTHERHOOD OF
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DOUG VEADER, CHAIRMAN
 DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

Pre-Review Committee Number 20936 Gas Operations – Gas Service – Antioch

Brenda Legge
Company Member
Local Investigating Committee

Joe Osterlund
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Gas Service Representative (GSR).

Facts of the Case

The grievant is a GSR with 22 years service. At the time of discharge his active disciplinary record consisted of a Written Reminder for a cell phone policy violation.

The grievant had been temporarily loaned to the Gas T&D department to perform valve change outs. As a result of not using a back-up wrench when removing a valve, the valve came off the regulator resulting in blowing gas. The grievant tried to use his hand and foot to control the flow of gas, made two cell phone calls for help, and asked the customer to make a cell phone call for help.

Discussion

The Company argued that the grievant failed to follow proper work procedures which resulted in the release of gas. To make matters worse, the grievant did not vacate the area of the gas. Instead he stayed there and violated another policy by making two cell phone calls while in the gaseous environment. Worst of all, he then asked the customer to make a cell phone call in the area of the blowing gas. The use of a back-up wrench is a basic work procedure which the was very familiar with.


The Union argued that the grievant had not been properly trained for this assignment, had insufficient hands-on experience, and even called his supervisor the morning of the incident and told him he was scared to perform the work. Additionally, other than the active Written Reminder, the grievant had no other safety incidents in his 22 years service. Under Letter Agreement 10-36, this long record of safety should be a factor in this case.

In support of their position, the Union pointed out that the grievant received only one day of training on valve change outs and had only completed two change outs before this incident. During the LIC, when asked if he thought one day of training was sufficient, the grievant's Gas Service supervisor

responded no. He further stated that he felt the grievant needed more on the job training and had made that suggestion when the employee moved over to the other department. In regard to his response to the blowing gas, the grievant indicated that he had not been trained on how to handle such a situation and panicked.

Decision

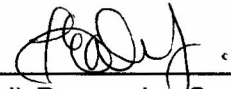
The Committee agrees the grievant will be reinstated with 50% straight time back pay, benefits in tact except vacation forfeiture pursuant to Subsection 111.5(a). He will be removed from his classification under the provisions of Section 206.15. The employee will be given the opportunity to take the IST test if required. This adjustment is without prejudice to the position of either party and does not establish any precedence.



Doug Veader, Chairman
Review Committee

12/15/11

Date



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

12/15/2011

Date