

*7.1; Exh XVII: An OR given to a Meter Reader for failure to carry his dog wand had deactivated while this grv. was being processed making the issue moot. Cased closed without adjustment.*



## REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4282

MARGARET A. SHORT, CHAIRMAN

DECISION  
LETTER DECISION  
PRE-REVIEW REFERRAL

RECEIVED by LU 1245  
MAR. 21, 2002

**CASE CLOSED  
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(925) 933-6060  
SALIM A. TAMIMI, SECRETARY

### Pre-Review Committee No. 12793 Customer Field Services - Meter Reading - Colma

Carol Quinney  
Company Member  
Local Investigating Committee

Landis Martilla  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns an Oral Reminder given a Meter Reader for failure to carry his dog wand.

#### Facts of the Case

Company made carrying the dog wand a mandatory requirement for Meter Readers effective March 15, 2001. This decision was made after a trial period the results of which indicated that dog bites were reduced by utilization of the dog wand. Union was kept informed of the progress and results of the pilot and of Company's decision to implement this policy. Company held meetings to explain the new rule and provided training to all Meter Readers on the appropriate use of the wand.

On May 16, 2001 the supervisor was conducting a field audit (Type I Audit). When he came across the grievant on his route, he did not have the dog wand with him but indicated it was close by in his vehicle and that he would get it. The grievant indicated he had it earlier in the morning but forgot it in his car following a break.

Grievant had previously been audited and had the dog wand in his possession at that time. He stated he knew he was required to carry the wand at all times but indicated he found it difficult to keep one hand free with all the items he's required to have: reading device, dog wand, flashlight, tools. He personally believed mace was needed.

Grievant expressed that he has a safety record without incident and did not want his record messed up by the dog wand incident. He also indicated he had not seen the training video.

Discussion

Union opined that an Oral Reminder didn't seem warranted under these circumstances. The grievant did not intentionally leave the dog wand, he had been audited before and had it with him, he had a good safety record, and the Positive Discipline Agreement encourages coaching and counseling employees. Paragraph II.B. of the PD agreement states:

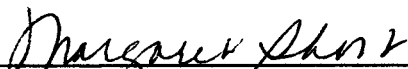
"When an employee fails to respond to counseling or a single incident occurs which is serious enough to warrant a formal step of discipline the supervisor will have several options, depending on the seriousness of the performance problem."

Company opined that it is important to monitor newly implemented safety rules to ensure that they take hold in the employee population. This new rule was not universally supported by Meter Readers although the majority did. The parties continue to monitor the incidence of dog bites among Meter Readers as well as explore other products available to protect employees.

The PRC noted the Oral Reminder had deactivated while this grievance was being processed making the grievance issue moot.

Decision

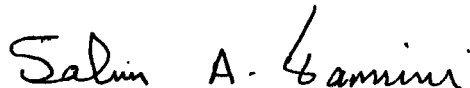
This case is closed without adjustment and without prejudice to the position of either party.



Margaret A. Short, Chairman  
Review Committee

3/19/02

Date



Sam Tamimi, Secretary  
Review Committee

3-19-02

Date