



## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
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ROBIN WIX, CHAIRMAN  
☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

F.E. (ED) DWYER Jr, SECRETARY

### **Pre-Review Committee Number 22660 Customer Care – Credit & Records – Stockton**

Sean Marjala  
Company Member  
Local Investigating Committee

Rey Mendoza  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns an Oral Reminder issued to a Customer Service Representative at the Stockton Credit & Records Center for emailing a picture that was not professional in nature to various employees in violation of the Employee Code of Conduct.

#### Facts of the Case

The grievant is a Customer Service Representative with 26 years of service and no active discipline at the time of the incident.

The grievant was assigned to work on a team charged with developing a process for documenting switched meters. At the conclusion of the project an email was sent to the switched meter team members by another employee who was charged with uploading the information into the resource page. The grievant responded to the email by "replying to all" and sending a picture of a flushing toilet without any explanation regarding the intent of the picture. The employee who sent the original email perceived the picture to be inappropriate and offensive and believed that the picture was a reflection on the work that she had personally done on the project.

The grievant stated during the LIC that he did not mean to offend anyone, that he was simply making a statement that all the hard work was "flushed out now because the process is finally over".

#### Discussion

The Union argued that the picture was not sent by the grievant with intent to offend anyone or belittle anyone's contribution to the project. The Union further argued that an Oral Reminder was excessive based on the grievant's outstanding work performance as demonstrated by the multiple positive contacts documented on his Employee Performance Record, and the Oral Reminder should be reduced to a Coach and Counseling.

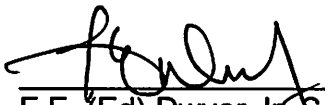
The Company argued that sending a picture of a flushing toilet in response to a co-workers email regarding a project is unprofessional and violates the Employee Code of Conduct, as-well-as the Company's core value of treating others with respect. The Company argued that the grievant has

been annually trained in Compliance and Ethics and the Employee Code of Conduct, and therefore an Oral Reminder is the appropriate level of discipline.

Decision

The Committee was unable to agree that an Oral Reminder is the appropriate level of discipline and further noted that the discipline has deactivated, rendering the issue moot. This case is closed without prejudice to either party's position.

  
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Robin Wix, Chairman      12/18/14  
Review Committee      Date

  
\_\_\_\_\_  
F.E. (Ed) Dwyer Jr, Secretary      12/18/14  
Review Committee      Date