



## REVIEW COMMITTEE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
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ROBIN WIX, CHAIRMAN  
☐ DECISION  
☐ LETTER DECISION  
☐ PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

### **Pre-Review Committee Number 23104 Electric Operations – Restoration Field Operations – San Francisco**

Kelda Davies  
Company Member  
Local Investigating Committee

Landis Martilla  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns the termination of a Troubleman for misuse of a Company vehicle for personal business outside of work hours and transporting non-company personnel in a Company vehicle in violation of the Employee Code of Conduct.

#### Facts of the Case

The grievant was a Troubleman with 10 years of service and no active discipline at the time of his termination.

The Company initiated an investigation following a customer complaint on January 29, 2015, that alleged the grievant was picking-up women in a marked PG&E vehicle in San Bruno in front of an address the customer claimed to be where prostitutes resided. The investigation determined that the grievant utilized a Company vehicle for personal business without permission and in violation of the Employee Code of Conduct. Specifically, he repeatedly used a marked PG&E vehicle to visit a commercial gambling establishment, and sometimes left the vehicle parked in the parking lot all night while he gambled. The grievant also used the vehicle to meet with and on various occasions transport a non-PG&E female to a motel. The grievant also transported two females in the vehicle on one occasion. Following his termination, the Company found several personal items belonging to the grievant in the vehicle that further confirmed the grievant's misuse of a Company vehicle.

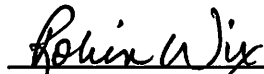
#### Discussion

The Union argued that the grievant had undergone a traumatic personal event which resulted in his resorting to gambling to relieve his stress. The Union argued that the use of the vehicle was minor as the gambling establishment was on his route home. While the Union agreed the grievant used poor judgment, there was no evidence that any of the time used was paid time and therefore no monetary gain to the grievant. In light of the grievant's excellent work history as a Troubleman, the Union argued that termination was too severe.

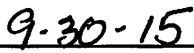
The Company argued that the grievant not only used the Company vehicle to stop at a gambling establishment on his way home from work he used the vehicle on various occasions, including during his regular day off (RDO), to visit his girlfriend a couple of blocks from the gambling establishment. Additionally, the grievant transported non-PG&E females in the vehicle, including transporting his girlfriend to a local motel on various occasions and in violation of PG&E's Utility Standard TRANS-1002S and the Employee Code of Conduct. Furthermore, the Company argued the grievant's actions negatively impacted PG&E's image as demonstrated by the customer complaint which initiated the investigation.

Decision

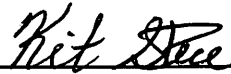
The Committee agreed the termination was for just cause. This case is closed without adjustment.




Robin Wix, Chairman  
Review Committee



Date



Kit Stice, Secretary  
Review Committee



Date