



REVIEW COMMITTEE



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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CLAIRE IANDOLI, CHAIRPERSON

- ☐ DECISION
- ☐ LETTER DECISION
- ☐ PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Pre-Review Committee Number 23850 Gas Operations-- Gas Support Services – Chico

Curtis Hoard
Company Member
Local Investigating Committee

Todd Wooten
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the issuance of a Decision Making Leave (DML) to an Operating Clerk for unloading and then, dropping a valve with a forklift he was not certified to operate. Further, the Grievant did not notify Management of the damage until the next day when he was questioned about it.

Facts of the Case

Grievant has 39 years of employment with the Company. Grievant was issued a DML in September 2016, for work performance issues associated with knowingly working outside his job classification; operating a forklift without authorization; damage to Company property and his failure to report the damage to Management. Grievant had no active discipline at the time of the incident.

Discussion

Company argued the Grievant knowingly and willingly operated a forklift without current training and certification and while operating the forklift he damaged Company property and failed to notify Management of the damage until the next day.

The Union argued that Grievant was formerly a Hydro Clerk under the Physical Agreement who was trained to operate a forklift. Upon moving to an Operating Clerical classification, Grievant did not have the job duty of operating a forklift and did not know he needed to maintain his certification for such usage.

Decision

The Committee discussed this case at length and could not agree on the appropriate level of discipline. The parties agree to close this case without precedent as it is now moot. The Grievant's failure to report the incident to Management was part of the Company's decision to issue the DML. This case is closed without adjustment.

Claire Ior 4/6/18
Claire Iandoli, Chairperson Date
Review Committee

Kit Stice 04/05/2018
Kit Stice, Secretary Date
Review Committee