



## REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
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CLAIRE IANDOLI, CHAIRPERSON

KIT STICE, SECRETARY

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

### **Pre-Review Committee Number 23879 Power Generation – Diablo Canyon Power Plant**

Micah Van Bogelen  
Company Member  
Local Investigating Committee

Pat Duffy  
Union Member  
Local Investigating Committee

#### Subject of the Grievance

This case concerns a Decision Making Leave issued to a Nuclear Operator for a work procedure error (AKA Human Performance Event) that occurred while the grievant was on an active Oral Reminder for a previous work procedure error.

#### Facts of the Case

Grievant failed to place the control switch for Caustic Regen Pump (CRP) 2-1 in the "OFF" position prior to placing the control switch for CRP 2-2 in the "ON" position, which caused an auto-start of CRP 2-1 when an equipment issue resulted in the tripping of CRP 2-2. In addition, the grievant failed to inform the Unit Shift Foreman of these equipment manipulations until approximately 30 minutes later. At the time of this event, the grievant had an active Oral Reminder for a similar work procedure error.

#### Discussion


Company stated that the grievant's actions and work performance history show a complete and consistent disregard for operating work procedures. There is no question that any work procedure error at DCPD is very serious, whether or not it results in equipment failure or worse.

Union members opined that a DML is too harsh for this type of work procedure error, and that other DCPD operators have been given just one step of discipline for similar errors.

Decision

The Committee did not agree on the level of discipline for the given offense. However, since the DML has deactivated and the grievant has had no subsequent performance issues, this issue is moot and therefore closed without prejudice to the position of either party.

*for*  11-27-17  
\_\_\_\_\_  
Claire Landoli, Chairperson      Date  
Review Committee

 11-27-17  
\_\_\_\_\_  
Kit Stice, Secretary      Date  
Review Committee