



REVIEW COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
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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 24044 Customer Care – Field Metering Operations – San Carlos

Robin Wix
Company Member
Local Investigating Committee

Roberto Balistreri
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns a Decision Making Leave issued to a Routine Meter Person for his ongoing inappropriate and unwelcome behavior toward a female coworker.

Facts of the Case

A Compliance & Ethics complaint was lodged against the grievant by a coworker – a Hiring Hall Routine Meter Person. The Company investigation substantiated the coworker's allegations that the grievant made inappropriate comments of a sexual nature, repeatedly called the coworker pet names even after she told him to stop, and engaged in unwanted special attention such as calling the coworker at home when she was sick and taking the keys and starting her company vehicle for her.

Discussion

Company stated that the grievant's actions constitute sexual harassment and created an environment in which the female coworker felt uncomfortable at work. Grievant's behavior toward the targeted individual was pervasive and unwelcome. The Company has a well-publicized policy prohibiting harassment and a legal obligation to maintain a harassment free workplace. It does not matter what the grievant intended by his actions. It does matter what effect his actions had on the coworker.

Union members opined that a DML is too harsh for the proven offences, and that some of the allegations were not substantiated by the investigation.

Decision

Based upon the facts in this particular case, including the Grievant's own admissions, a DML is the appropriate level of discipline and was issued for just and sufficient cause. The Union reserves the right on a case-by-case basis, to grieve similar cases to ensure the appropriate level of discipline is issued. This case is closed without adjustment.

Claire I. A. 12/21/17
Claire Iandoli, Chairperson Date
Review Committee

Kit Stice 12/21/17
Kit Stice, Secretary Date
Review Committee