



REVIEW COMMITTEE

IBEW



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

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

KIT STICE, SECRETARY

Pre-Review Committee Numbers 24242 and 24243 Gas Operations— Gas Compliance – Stockton

Maria Eggert
Company Member
Local Investigating Committee

Lloyd Cargo
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns two different Grievants who were issued Written Reminders for violations of work procedures involving Gas Compliance work, specifically in the Locate and Mark Division.

Facts of the Case

The Grievant in case #24242 is a Gas Compliance Representative with over 5 years of service. The Grievant in case #24243 is also a Gas Compliance Representative with over 10 years of service.

In case #24243, the Grievant was assigned a ticket for a locate job requested by Sefnco Communications. In May 2017, the Grievant went to the job site; hooked up and located the gas line and electric crossing. He flagged the areas out and took photos and closed the ticket. However, Grievant failed to review the maps of services and facilities before and after the job, which resulted in him failing to mark a 2" gas main and a 1 1/4" service.

It is a required work procedure to verify that facilities shown on the Plat Map are the same facilities the Gas Compliance Representative located.

In case #24242, the Grievant was assigned a ticket for a locate job requested by Technicon TV. It was the same work location that had been previously marked by the Grievant in #24243. When the Grievant arrived at the job site, he could not find the white marks and thought they were outside the delineated area. He called the Contractor and the Contractor told him where the marks were. Grievant confirmed he saw the job had been previously marked; the flags were up and the paint was fresh. Grievant asked the Contractor if he needed it re-marked and the Contractor said he did not. The Grievant closed the ticket.

Grievant did not follow the required work procedures of reviewing the Plat Maps; hooking up and verifying all facilities were marked; nor did he take photos of the locate to upload to the ticket.

As a result of the initial miss mark by the Grievant in #24243 and the reliance on that miss mark by the Grievant in #24242, there was a third party dig-in which caused a loss of service to approximately 20 business customers.

Discussion

The Union contests the level of discipline for both Grievants and argues since neither Grievant was on active discipline at the time of the incidents; the discipline should be lowered to an Oral Reminder or alternatively, a Safety discussion under LOA 13-05.

The Company argued in #24243 the Grievant chose not to follow work procedures which he was aware of, resulting in a 2" gas main dig-in that impacted business customers that rely on PG&E for safe and reliable service. The Company also argued in #24242, the grievant knowingly and intentionally violated clear work procedures as outlined in TD-5811P-102. The Company maintains the Written Reminders were issued for just and sufficient cause.

Decision

The Committee could not agree on the appropriate level of discipline. The Committee agreed to close the two cases effective 4/19/18 and deactivate the discipline as of this date. This settlement is without prejudice to either party's position.

Claire I. Landoli 5/17/18
Claire Landoli, Chairperson Date
Review Committee

Kit Stice 5/17/18
Kit Stice, Secretary Date
Review Committee