



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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ROBIN WIX, CHAIRMAN

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

F.E. (ED) DWYER Jr, SECRETARY

Review Committee Number 21859 Electric Operations – Compliance – San Rafael

Maggie Brown
Company Member
Local Investigating Committee

J.V. Macor
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a Compliance Inspector for misappropriation of Company funds for personal gain and failure to properly account for purchases relating to rewards and recognition for the Grass Roots Safety Program.

Facts of the Case

The grievant was a Compliance Inspector with 15 years of service at the time of his discharge. The grievant had no active discipline on file at the time of discharge.

The grievant was a member of the Grass Roots Safety Team (GRST). As a member of the GRST, grievant purchased "spot" recognition rewards for safety and raffle prizes for the annual Safety Kick-off. The "spot" recognition rewards are generally gift cards of a nominal value (\$10-\$25). Safety Kick-off raffle items are often comprised of vendor donated items, small tokens, gift cards, etc.

Grievant purchased multiple gift cards and merchandise, mostly comprised specifically of hunting and fishing items from Cabela's and other sporting goods vendors. The items ranged from nominal value to hundreds of dollars each, such as knives, fishing pole, hunting blind, trolling motor, binoculars, gun cases, mounting plaques for wild game, backpacks, etc. After purchasing \$1,000 in Cabela's gift cards, grievant used the gift cards to purchase other Cabela's merchandise. Grievant also purchased an REI membership using his Company issued credit card. Grievant purchased items several days after the Safety Kick-off, however noted on the receipt that the items were purchased for the "Grassroots Safety Kick-off Napa Fairgrounds Gifts."

Grievant had multiple items shipped to his home where he claimed he was keeping them due to multiple thefts of stored raffle items from the headquarters. Grievant never reported to his supervisor or Corporate Security that items had been stolen. Grievant was not able to account for all the gift cards he purchased to be given to employees for "spot" safety recognition. Additionally, when grievant was requested to account for the disbursement of raffle items and remaining merchandise

he was unable to produce many of the items. When the grievant was instructed to return purchased items from his home, many were out of their packaging and some appeared used. Other items were simply unaccounted for (i.e. camera, binoculars, knives, bottle opener, turkey decoys, ammo bags, gift cards).

Discussion

The Committee discussed this case at length. After reviewing the LIC report and exhibits, the Committee noted that grievant provided conflicting statements at various times during the investigation, some of which were contradicted by witness statements. The grievant claimed several items were stolen from the headquarters however he never notified his leadership or Corporate Security of the missing items. To that end, grievant's statements that he stored purchased items at home, and in some cases had them directly shipped to his home, for safekeeping is questionable. Additionally, grievant's statement that several items were out of their packaging for better storing was not credible, and numerous items cannot be accounted for.

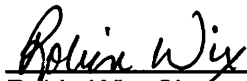
While it appears there could have been better management oversight of the grievant's purchasing activities, it is clear from the facts that the grievant misappropriated Company funds for his personal gain.

Decision

The Committee agreed the discharge was for just cause and the case is closed without adjustment.

For the Company:

Robin Wix
Rod Williams
Tanya Moniz-Witten
Chris Zenner



Robin Wix, Chairman
Review Committee

12/17/14
Date

For the Union:

F.E. (Ed) Dwyer Jr.
Jim Brager
John Blaylock
Karen Russell



F.E. (Ed) Dwyer Jr, Secretary
Review Committee

12/17/14
Date