



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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(707) 452-2700

ROBIN WIX, CHAIRMAN
☐ DECISION
☐ LETTER DECISION
☐ PRE-REVIEW REFERRAL

KIT STICE, SECRETARY

Review Committee Number 22743 Electric Operations – Substation M&C – San Francisco

Kelda Davies
Company Member
Local Investigating Committee

Mike Saner
Union Member
Local Investigating Committee

Subject of the Grievance

This case concerns the discharge of a General Construction Working Foreman B in the Insulation & Coating Department for falsification of Company records.

Facts of the Case

The grievant was a GC Working Foreman B at the Fulton Substation in San Francisco. The grievant had 31 years of service and no active discipline at the time of his discharge.

The grievant and a Painter A were assigned to assist on a job at Stanford to perform work which included blast, coat and perform holiday testing utilizing a voltage holiday detection "Jeeper" device on a gas pipeline being connected to a new power plant at Stanford. The grievant performed work on this job during a 3 day period when the original Working Foreman B was temporarily unavailable due to a family emergency.

As part of the assigned job duties, the grievant was required to complete Quality Control Level I – Coating Inspection Report forms for the work performed. During a quality control audit, the Gas Quality Management Specialist (GQMS) determined that the forms were submitted with incomplete or missing information, including the "Jeeper" manufacturer, model, calibration date, and coating information. Additionally, the voltage level used to "jeep" the work was incorrect. The GQMS provided the grievant with a Daily Field Report outlining the deficiencies and remedial actions required, including receiving approval from the Field Engineer for the incorrect voltage settings used to jeep the pipe.

After the grievant made corrections to the forms, the GQMS completed a corrective action audit and determined that the grievant used an expired coating product in violation of safety standards, and falsified company records by fabricating the jeeper manufacturer, model, calibration date, and jeeper voltage settings used when testing the pipe.

Discussion

The Union argued that termination was too severe for a 31 year employee who had no active discipline at the time of the incident. The training received on how to accurately complete the required forms was inadequate and the grievant completed the forms to the best of his ability. The voltage settings he entered to correct the forms were the actual settings used during the testing, per the grievant's statement during the investigation, and were within the required specifications. The Union argued that the grievant was honest during the investigation and admitted to using the expired coating and did not attempt to further cover up what was an honest error in judgment. The grievant discussed the expired coating with the Field Engineer and was instructed to do a swatch test which the Field Engineer reviewed and approved. The Union further argued that the grievant was coerced into entering false jeeper information on the corrected forms and readily admitted his mistake.

The Company argued that as one of the Operator Qualified (OQ) Foremen assigned to the job, the grievant signed the forms, indicated that all the information was accurate and reflective of the coatings and testing information obtained at the time the grievant performed the work. The grievant confirmed he did not sign the forms on the date entered on the corrective action forms and that he knowingly used expired coating product in violation of safety standards and ignored the Painter A's objections to using the expired coating product. The Company argued he only provided the swatch test after he was eventually asked to do so by the Field Engineer and not at the time of the corrective action. The Company further argued that the grievant performed the holiday test at voltage levels of 1700v and 2100v, and rather than obtain approval from the Field Engineer for the settings as instructed by the GQMS, he falsified the corrected form to indicate the voltage settings he used at the time of the test were 2500v and 2700v. Additionally, the grievant knowingly falsified the forms by using information from a jeeper that he had not used during the testing. The grievant is knowledgeable of the requirements set forth in the standards and purposely violated those standards and falsified documents.

Decision

After much discussion of this case at each step of the grievance procedure, the Review Committee agreed the discharge was for just cause. This case is closed without adjustment.

For the Company:

Robin Wix
Laura Sellheim
Rod Williams
Chris Zenner



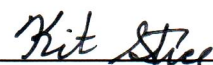
Robin Wix, Chairman
Review Committee



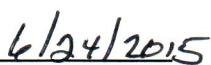
Date

For the Union:

Kit Stice
Jim Brager
Robert Mohler
Karen Russell



Kit Stice, Secretary
Review Committee



Date