



Review Committee Decision

ESC Review Committee File no. 849

ESC Grievance 9180-01-09 (PGE 18845)

Subject of the Grievance

Employee was given a Decision Making Leave (DML) for falsification of records.

Facts of the Case

The grievant is an electric estimator. The DML was issued because the grievant changed the job status to complete, when it was not complete. The grievant admitted making the change. The job in question was highly problematic, had been subject to numerous delays and had led to a customer complaint.

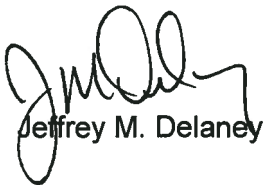
Discussion

The Company and Union discussed the case at every level of the grievance procedure and decided that, given the number of surrounding circumstances, the level of discipline given in the case may not have been warranted. The Company expressed the concern that the employee personally benefited from the change because it allowed her to advance in the Estimator Training Program. During discussion, the Company determined that the supervisor did not consider the ETP in making the decision regarding discipline.

Decision

Based on the forgoing and the complexity with the job, the DML is reduced to a Written Reminder. On this basis the grievance is closed.

For the Company


Jeffrey M. Delaney

2/2/10
Date

For the Union


Joshua Sperry

2/2/2010
Date