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DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
FILE NO. 741.5
RE LETTER OF
SUBJECT Coast Valleys Division Grievance No. LIC 18-74-3
 Demotion of M. Shaw
 P-RC 114

November 25, 1974

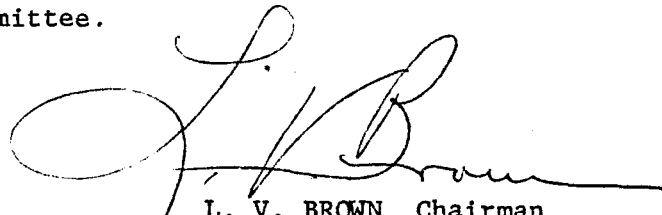
MR. J. BATTLES, Company Member
Coast Valleys Division
Local Investigating Committee

MR. M. R. COOK, Union Member
Coast Valleys Division
Local Investigating Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned to the Local Investigating Committee for settlement in accordance with the following:

The Joint Statement of Facts establishes that the grievant's job performance in the area of rate analysis was unsatisfactory, and to assist the grievant in retaining his position, the Division set up an acceptable special one-month training course for the grievant; and, finally, at the end of the program, he was still making the same mistakes with an error rate of approximately 50%. With this being the case, the Pre-Review Committee is of the opinion that the record submitted to the Review Committee clearly supports the Company's position of demoting the grievant to a Clerk B in Customer Services. As to the mechanics of the demotion itself, it appears to Pre-Review Committee that it was handled in accordance with Section 19.14 of the Clerical Agreement.

This case is considered closed and will not be docketed on the agenda of the Review Committee. The closure should be so noted by the Local Investigating Committee.


L. V. BROWN, Chairman
Review Committee

DJBergman:rto

cc: WLMurray
 IWBonbright
 GNScourkes
 LNFoss, IBEW