

JLM AUG 18 1975 LRM

DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS  
FILE NO. 741.5  
RE LETTER OF  
SUBJECT Colgate Division Grievance No. D.Gr/C 12-75-8  
P-RC 186  
Alleged Bypass for Emergency Overtime

AUG 18 1975

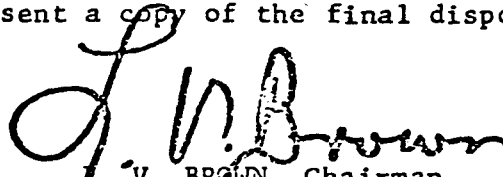
August 13, 1975

MR. D. N. STRUNK, Chairman  
Colgate Division  
Joint Grievance 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 Division for settlement in accordance with the following:

The record indicates that the unresolved issue is one of whether the Company has the obligation to call the grievant for emergency duty once he made himself unavailable for emergency duty. It has come to the attention of the Pre-Review Committee that the overtime assignments were offered to those employees who were the No. 1 employees for emergency duty sometime prior to 4:30 PM, May 16, 1975. The grievant, at that time, refused in order to attend the Company's Service Award Dinner that evening. At approximately 8:50 PM, a second emergency situation arose, and it was decided not to perform the work until 8:00 AM, the following morning. With this being the case, it is the opinion of the Pre-Review Committee that supervision met their contractual obligation on Friday, May 16, 1975, and at the time of the second emergency, reasonably utilized those employees who were readily available notwithstanding the fact that the work was performed the next morning. Therefore, the grievant, not being available at the time, is not entitled to the correction called for and, in turn, should not be charged for failing to respond for emergency duty as provided for in Section 212.3 of the Physical Labor Agreement.

When a settlement is reached by the Joint Grievance Committee, the Review Committee should be sent a copy of the final disposition.

  
L. V. BROWN, Chairman  
Review Committee

DJBergman:rto

cc: GNRadford  
IWBonbright  
Personnel Managers  
LNFoss, IBEW