



REVIEW COMMITTEE

7.1 -Just cause for discipline
Gr knowingly carried
ineligible dependents on
Kaiser medical insurance.

IBEW



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R.W. STALCUP, SECRETARY

JUN 27 1991

**CASE CLOSED
LOGGED AND FILED**

RECEIVED JUN 25 1991

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

ENCON Grievance No. 3-2129-90-74
P-RC 1490

Subject of the Grievance:

Grievant was issued a DML for carrying ineligible dependents on his medical insurance plan. Grievant was on temporary upgrade to Sr. Field Clerk at the time the DML was issued and subsequently returned to his base classification of Field Clerk and transferred.

Facts of the Case:

The Grievant in this case was divorced from his wife in February 1986. He continued to carry her, as well as, an ineligible son on his medical plan. This information was acquired as a result of an Internal Auditing investigation that was conducted after the Grievant inquired about adding an unrelated woman to his coverage.

The premium paid for Kaiser medical coverage was the same even though ineligible dependents were being carried on the plan because the Grievant also covered more than two other eligible dependents. Therefore, the Grievant had no monetary liability to the Company.

Discussion and Decision:

Company related that the Grievant was issued a DML instead of termination because there was no monetary liability to the Company. The Grievant is still in violation of Standard Practice 735.6-1, Employee Conduct.

The Committee also agreed that there was a great deal of information given to employees about ineligible dependents. The Grievant had many opportunities to remove these dependents from his plan.

The Committee agreed the discipline was for just and sufficient cause. This case is considered closed without adjustment and should be so noted in the minutes of the Joint Grievance Committee.

DAVID J. BERGMAN, Chairman
Review Committee

ROGER W. STALCUP, Secretary
Review Committee