

REVIEW COMMITTEE DECISION

R. C. File Number 161

San Francisco Division Grievance Number 77

Subject of Grievance:

The grievant who is employed as a Helper in a gas crew in San Francisco Division was requested on the evening of Friday, March 22, 1957, to report for overtime work on Saturday, March 23, owing to an emergency condition brought about by earthquake shocks in the San Francisco area. He told his Foreman he would not work on Saturday, and failed to offer any reason. Also, he did not report for work on Saturday.

On Monday, March 25, 1957, the employee was interviewed by the District Manager and the Gas Department General Foreman. During such interview, he was given an opportunity to explain why he failed to report for work in accordance with the Foreman's instructions. He again gave no reason or excuse for not working. He was then suspended without pay for a period of four days, March 26, 1957, through March 29, 1957. A grievance was filed, requesting that the employee be reimbursed for all time lost on the basis that the disciplinary action in his case was not warranted.

Statement and Decision:

There is some difference of opinion among the members of this Committee relating to the factual situation which existed on the evening of Friday, March 22, 1957. The record does not clearly indicate that the employee was at that time given an order to work on Saturday, March 23, 1957, and that he refused to comply. However, with respect to the interview between the employee and the Company supervisors on Monday, March 25, the record definitely shows that the grievant was afforded an opportunity to explain his absence on Saturday, but refused to give any reason for not working. For the latter reason, this Committee agrees that the action of the Division should be upheld, and the grievance denied.

FOR UNION:

Robert D. Bevers
Kenneth Stevenson
L. L. Mitchell

By L. L. Mitchell

Dated 11/14/58

FOR COMPANY:

E. F. Sibley
C. L. Yager
V. J. Thompson

By V. J. Thompson

Dated December 26, 1957