

REVIEW COMMITTEE DECISION

Review Committee File Number 318
Colgate Division Grievance Number 5-2

Facts of the Grievance

On August 4, 1961 the employee concerned with this grievance was notified that he was suspended from his job for an indefinite period of time. The suspension followed publicity concerning the employee's conduct outside of working hours. A grievance was filed by the Union requesting that the employee be returned to work and paid for all time lost as a result of the suspension. The Division turned down the request pending completion of its investigation of the matter. No agreement as to disposition of the grievance could be reached and it was subsequently referred to the Review Committee.

Discussion

The Review Committee is concerned with the question of the employee's suspension, without pay, from his job. However, the facts pertinent to the suspension indicate that a full and complete investigation first required the termination of other proceedings. At such time Company should have been in a position to complete its investigation and make a decision regarding the employee's status.

Decision

The proceedings referred to above were concluded on October 13, 1961. Thereafter, following a complete review of the case, this Committee decided that the suspension should be terminated and the employee reinstated without loss of seniority. The date agreed to for reinstatement, with pay therefrom, was October 16, 1961.

FOR UNION:

Kenneth Stevenson
W. M. Fleming
L. L. Mitchell

By Ronald T. Westley

Date October 26, 1961

FOR COMPANY:

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

By [Signature]

Date October 24, 1961