

REVIEW COMMITTEE DECISION

Review Committee File No. 379
General Office Grievance No. 19

Subject of the Grievance

The employee concerned with this grievance, a probationary employee, suffered injuries as a result of an automobile accident which necessitated her absence from work. When the employee indicated that she could return to work, the Department reinstated her in the Central Accounts Department. At that time the employee was told that as she had been absent for more than a cumulative total of 30 days that she would be required to commence a new probationary period.

Discussion

During the course of the employee's absence she talked to her supervisor and was told that her status with the Company would not be affected by her absence. She states that prior to calling the supervisor her doctor had informed her that she could return to work; however, if her status would not be affected it would be advisable that she remain away from work for some further time. The supervisor's recollection is that he informed the employee that employment would be available to her when she returned.

Decision

The Review Committee is of the opinion that the crux of the dispute revolves around the conversation between she and her supervisor. Had the employee returned at about the time she talked to her supervisor as she states her doctor advised her she could, the grievance would not have arisen. As there is some conflict between the understanding of the employee and the recollection of the supervisor, the grievance will be resolved in the following manner: The employee shall be considered to have attained regular status thirty-one (31) calendar days following her return to work. Although this will allow her to attain a regular status sooner than anticipated by the Department, she will not be entitled to any retroactive pay adjustment which might otherwise result from this Decision.

FOR UNION:

R. W. Fields
W. M. Fleming
L. L. Mitchell

By

L. L. Mitchell

Date

Dec 18, 1962

FOR COMPANY:

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

By

V. J. Thompson

Date

December 11, 1962