

REVIEW COMMITTEE DECISION

Review Committee Files Nos. 511 and 516
San Francisco Division Grievance No. 2-63-25
Coast Valleys Division Grievance No. 18-63-9

Subject of the Grievances

In the first of these two cases, involving the bypass of an employee for appointment to a journeyman classification, the Union requested the inclusion of a written test in the record submitted to the Review Committee. The Division denied the request but did allow the Union Representative to view the test and make whatever notes he desired. The latter case concerned the requested inclusion of an examining physician's report in the record submitted to Review Committee. In this case also the Union Representative was allowed to view the document and make whatever notes he desired. In both instances the documents were material and relevant to the subject of the original disputes, a bypass in the first case and a demotion in the latter.

Discussion

The grievances concern the dissemination of confidential information relied upon by the Company to support its action. Following the discussions of this subject at the Review Committee, it is decided that in the future the following procedure would be employed: Where a written test is material to the settlement of a grievance, it will be made available to Union's member of the Local Investigating Committee. If a copy of the test is requested by the Union, in writing, it should also be furnished to Union's member of the Local Investigating Committee. Other information offered by the Company from its files, which it considers confidential, will be shown to the Union's member of the Local Investigating Committee. [Copies of confidential matter of this nature, requested in writing by the Union, will be furnished in the Review Committee]

Decision

These cases are considered closed. *Discussed with Brown on telephone 7/19/65 he agrees this covers any information even if case is not referred to review. Feels this info should come through V.S.T. office.*

FOR UNION:

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

By L. L. Mitchell

Date July 19, 1965

FOR COMPANY:

E. F. Sibley
C. L. Yager
L. V. Brown

By L. V. Brown

Date _____