

INDUSTRIAL RELATIONS  
741.5

Review Committee File No. 650  
Discharge of Phillip Harris

RECEIVED  
AUG 27 1965  
LOCAL 1745, I.B.E.W.

August 24, 1965

MR. E. E. FOLEY:

We recently informed you that it was the decision of the Review Committee that Mr. Harris would be reinstated Monday, August 30, 1965. In our discussions at the Review Committee it has been agreed between Company and Union that Mr. Harris will be reinstated in accord with the following conditions:

1. He is demoted from Line Subforeman to Lineman in accord with the procedure provided in Section 206.15.
2. He will report for work at Bakersfield as a Lineman on August 30, 1965, at 8:00 AM.
3. He will not be entitled to any retroactive pay adjustment, nor holiday pay, for the period that he was suspended from employment between July 2, 1965 and August 30, 1965.
4. His Company seniority and classification seniority shall be bridged to include his seniority standings to the date of discharge and recommencing the date of this reinstatement.
5. His future bids, if any, to a Subforeman vacancy will be considered under the provisions of Title 205; however, Company may reject any such bid in accordance with the provisions of Sections 205.11 and/or 205.14 and any such rejection between the period of August 30, 1965 and August 30, 1966, shall be final and binding upon the employee and not subject to the grievance procedure. During this same period of time he shall not be entitled to utilize the provisions of Section 206.9 for the purpose of regaining a Line Subforeman classification.
6. Mr. Harris shall be reinstated as a regular employee with all rights and conditions provided by the Physical Agreement.

L. V. BROWN  
L. V. BROWN, Chairman  
Review Committee

LVB:RS

cc: RWJoyce            EFSibley  
      RLHayden        AGMollart  
      VJThompson     SanJoaquin L.I.C.  
      IJChinn         LLMitchell, IBEW  
      CLYager