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FOR INTRA - COMPANY USES

DIVISION OR DEPARTMENT **INDUSTRIAL RELATIONS**
 FILE NO. **741.5**
 RE LETTER OF
 SUBJECT **Review Committee File No. 668**
 Demotion of Roy Lauderdale

January 26, 1966

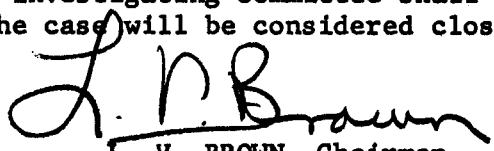
MR. D. S. SOLBERG, Member
Local Investigating Committee
Stockton Division

The above subject grievance was referred to the Review Committee by the Stockton Division Local Investigating Committee in accordance with the provisions of Section 102.8.

The Review Committee finds that the grievant's record as a Serviceman was unsatisfactory and, as a result, corrective disciplinary action was warranted on October 4, 1965. With this in mind, the following disposition of the grievance has been agreed to by the Company and Union members of the Review Committee:

1. The demotion of Mr. Lauderdale from Gas Serviceman to Helper on October 4, 1965, is sustained.
2. Mr. Lauderdale shall be reinstated to Gas Serviceman effective January 31, 1966.
3. He shall accrue classification seniority as a Helper from October 4, 1965 to January 31, 1966.
4. He shall not be entitled to a retroactive wage adjustment, by reason of his demotion, during the period October 4, 1965 to January 31, 1966.
5. Unsatisfactory performance as a Serviceman, following reinstatement of the grievant, may be expected by him to affect his employment status with the Company.

The members of the Local Investigating Committee shall give effect to this settlement, following which the case will be considered closed.



L. V. BROWN, Chairman
Review Committee

- LVB:MMC**
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|-------------------|---------------------------------|
| cc:JGSmith | EFSibley |
| RLHayden | AGMollart |
| VJThompson | LDCoughran |
| WDSkinner | DJMcPeak, IBEW |
| CLYager | HBLucas, Member-L. I. C. |