

INDUSTRIAL RELATIONS  
741.5

Review Committee File No. 742  
General Construction Grievance No. D.Gr/C 3-66-7  
Layoff for Physical Condition

June 8, 1967

MR. M. H. CHANDLER, Chairman  
General Construction  
Joint Grievance Committee

The subject grievance was referred to the Review Committee on April 21, 1967. We are sending the grievance back to your Committee for disposition in accord with the following:

Although there is some difference in the facts, this case is in point with Review Committee Case No. 1. In both it appears that the grievant's layoff resulted from "confusion resulting from the physical examination procedure." In the present case, though his blood pressure exceeded the Company standards, he was nevertheless accepted for employment by the Company examiner and worked six months before his termination. He was re-employed a few days later after he was examined, a second time, and found acceptable.

It is the decision of the Review Committee that grievant is to be paid for the work days falling between his termination and reinstatement. This decision does not reach the question surrounding the mistaken acceptance for employment; rather, as the employee was found acceptable for reinstatement, following his termination, we believe, in this case, that it is equitable to relate the reinstatement back to the date of the termination.

L. V. BROWN, Chairman  
Review Committee

LVB:RS

cc: CHSedam  
VJThompson  
TJBianucci  
CRMachen  
AGMollart  
LDCoughran  
DJMcPeak, IBEW