

REVIEW COMMITTEE DECISION

Review Committee File No. 786
North Bay Division Grievance No. D.Gr/C 4-67-4

Subject of the Grievance

The grievance concerns the classification seniority of an employee bidding to an Equipment Operator vacancy. Sometime prior to this bid the grievant received a three-day disciplinary layoff without pay, which time was deducted from his total classification seniority. The deduction affected his standing for appointment to the job vacancy and his grievance raises the question of whether the deduction was proper.

Discussion

Prior to negotiations in 1966, all absences without pay were deducted from classification seniority. Following the negotiations in 1966, an absence from work with permission for an urgent and substantial reason for less than 10 days was specifically provided for in the Labor Agreement and does not result in a loss of classification seniority. We believe that a similar application should be made in the future when an employee receives a disciplinary layoff of 10 days or less.

Decision

In view of the foregoing, it is the decision of the Review Committee that future disciplinary layoffs without pay of 10 days or less will not result in a forfeiture of classification seniority. This case is closed.

FOR UNION:

W. H. Burr
W. M. Fleming
J. J. Wilder

By

J. J. Wilder

Date

November 14, 1968

FOR COMPANY:

T. J. Bianucci
C. R. Machen
L. V. Brown

By

L. V. Brown

Date
