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FOR INTRA-COMPANY USES

DIVISION OR
DEPARTMENT
FILE NO.
RE LETTER OF
SUBJECT

INDUSTRIAL RELATIONS
741.5

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JUL 14 1971
LOCAL 1245, I.B.E.W.

Review Committee File No. 1068
De Sabla Division L.I.C. Grievance No. 10-71-1
Sick Pay for Darold Kuhl

	LLM	
	MAW	
	JJW	
1	LNF	
	DER	
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	FILE	

July 13, 1971

MR. T. J. SNAPP and MR. C. D. COFER, Members
De Sabla Division
Local Investigating Committee

Inasmuch as the grievance does not concern the question of abuse of the sick leave provisions of the Agreement by misrepresentation or falsification, the Review Committee is of the opinion that it is improperly before the Local Investigating Committee. The grievance should be referred to the Division Joint Grievance Committee for further discussion and disposition in accordance with the following:

On the facts contained in the record, the Review Committee is of the opinion that the employee is not entitled to sick leave pay for the time in question. The Division may, however, wish to consider retrospectively whether or not they would have granted the employee time off with pay had he made known the situation to them at the time. In other words, if the employee had apprised his supervisor of the situation, would they have allowed him time off on any of the days concerned. If so, the Division may wish to grant him retroactive pay in accordance with what would have occurred had he done so.

This case should be considered closed after further discussion and so noted in the minutes of your next Grievance Committee meeting.

L. V. BROWN

L. V. BROWN, Chairman
Review Committee

LVB:RS

cc: CRMartin
IWBonbright
JAFairchild
HJStefanetti
LNFoss, IBEW