

REVIEW COMMITTEE DECISION

Review Committee File No. 1112
East Bay Division L.I.C. Grievance No. 1-71-39

Subject of the Grievance

This case involves a question of the demotion and transfer of a Lead Mechanic to a different headquarters. The Lead Mechanic, while working evenings, was in charge of the Fremont garage. During the course of one of his shifts, he left his place of work to attend a private function without obtaining the permission of the supervisor. This, of course, left the garage unattended and obviously the work that had been assigned to him was not performed during the period of his absence.

Discussion

This case was investigated by the Division Local Investigating Committee and a complete report of their findings was submitted to the Review Committee. In addition to this, the Review Committee learned that in June, 1970, grievant was emphatically counseled about his job responsibilities and line of authority; and he received a letter of reprimand dated February 9, 1971 concerning additional incidents reflecting on his qualifications to properly exercise leadman responsibilities. In this letter he was warned that further misconduct of the same nature would result in severe disciplinary action. Both the fact of the misconduct and the final wording of the letter were concurred in at the time by the Division Local Investigating Committee.

In reviewing all of the evidence before the Review Committee, we fully recognize that grievant's competence as a journeyman Equipment Mechanic is established beyond doubt and has never been questioned in the course of any disciplinary proceeding. What is in question here are his qualifications to hold a Lead Mechanic position which requires his working without supervision and holding responsibility for the operation of the garage.

In this respect then we are concerned with the seriousness of the latest misconduct and other infractions which bear on these qualifications. Standing by itself, leaving the garage that he was responsible for unattended when he had work to do is a serious offense and, when added to the past infractions, leads this Committee to conclude that the employee does not demonstrate the qualifications to work alone or act in the capacity of a leadman of a garage.

Decision

In view of the foregoing, it is the Committee's decision that the demotion shall stand. This case is closed.

FOR UNION:

W. H. Burr
E. R. Sheldon
L. N. Foss

By *L. N. Foss*

Date 6-26-73

FOR COMPANY:

J. A. Fairchild
H. J. Stefanetti
L. V. Brown

By *L. V. Brown*

Date 6-26-73