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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. 1366
 VP & Comptroller Grievance No. 22-74-4
 Discharge of D. Goulding


October 10, 1974

MR. W. K. SNYDER, Company Member SHIRLEY M. STOREY, Union Member
 VP & Comptroller VP & Comptroller
 Local Investigating Committee Local Investigating Committee

The above-subject grievance has been discussed by the Review Committee and is being returned to the Local Investigating Committee for settlement in accordance with the following:

After reviewing the complete file, the Review Committee is of the opinion that the discharge for ethnical slurs toward the grievant's fellow employees cannot be supported by the record. However, the record does indicate that the grievant's suitability for the job is questionable and might properly have been grounds to terminate his employment. Even though the discharge cannot be upheld in his former job, his conduct was such that he will not be reinstated in a clerical position.

In view of the above, it is the decision of the Review Committee that the grievance is closed with the understanding that the grievant will be rehired as a new probationary Gas Helper in San Francisco Division.



L. V. BROWN, Chairman
 Review Committee

DJBergman:pmh

cc: IWBonbright
 JAFairchild
 PMatthew
 LNFoss, IBEW