

DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
FILE NO. 741.5
RE LETTER OF
SUBJECT Colgate Division Grievance No. 12-74-6
Alleged Improper Supervision of Second Shift -
Materials Distribution
P-RC 118

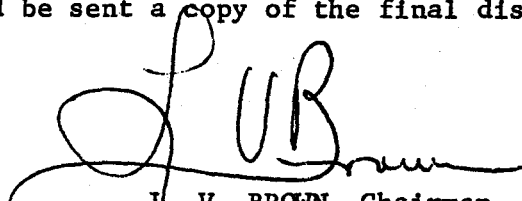
February 7, 1975

MR. D. N. STRUNK, Chairman
Colgate Division
Joint Grievance Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned to the Joint Grievance Committee for settlement in accordance with the following:

The issue in the grievance and the correction sought by the Union is difficult for the Pre-Review Committee, or for that matter the Review Committee, to resolve inasmuch as Company will determine such supervisory needs as it judges the situation warrants. However, in reviewing the grievance itself, it is apparent that there is no direct unit supervision on hand during the second shift. It was agreed during the interim negotiations concerning Exhibit VI-A, Job Definitions and Lines of Progression, Section 600.2 of the Agreement, that supervision, either exempt or bargaining unit, would be provided. Therefore, the Pre-Review Committee is of the opinion that Management should review their operational needs and then provide the necessary supervision appropriate to those needs. We also note that there are several unit and exempt supervisors available on the day shift, one of whom could easily be made available for the second shift.

When a settlement is reached by the Joint Grievance Committee, the Review Committee should be sent a copy of the final disposition.



L. V. BROWN, Chairman
Review Committee

DJBergman:rto

cc: GNRadford
IWBonbright
JIMacDonald
LNFoss, IBEW