

**FG and E**

**FOR INTRA-COMPANY USES**

DIVISION OR DEPARTMENT      INDUSTRIAL RELATIONS  
 FILE NO.                      741.5  
 RE LETTER OF  
 SUBJECT                      East Bay Division Grievance No. D.Gr/C 1-74-14  
                                     P-RC 174  
                                     Denial of Sick Leave

RECEIVED

AUG 18 1975

LU 1245 I.B.E.W.

August 15, 1975

MR. C. E. ALTMAN, Chairman  
 East Bay 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 Division for settlement in accordance with the following:

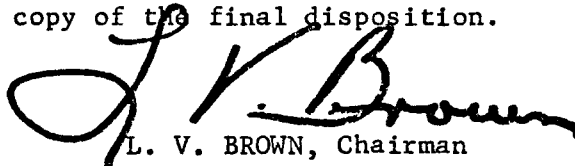
The record indicates that the grievant was denied sick leave payment for two work days, November 2 and 9, 1974, for his failure to provide satisfactory evidence of his illness as provided for in Section 112.8 of the Physical Agreement. The grievant, approximately two weeks after his last illness, provided supervision with a statement that he was allegedly ill and spent both Saturday, November 2, 1974 and Saturday, November 9, 1974 in bed. This type of grievance is not unlike other sick leave questions that the Review Committee has resolved, specifically R. C. Nos. 1205 and 1256.

In view of the circumstances documented in this case and the Memo to File dated August 29, 1974 putting the grievant on notice that his sick leave record was suspect, this case is clearly one that, as stated in the above Review Committee Decision:

" ... raises a reasonable suspicion that they (sick days) are not being put to the proper use."

This being the case, the Section 112.8 provision providing for "satisfactory evidence" means that it is incumbent upon the employee to provide acceptable substantiation of his claimed illness or disability. In this case the employee did not provide satisfactory evidence, and, therefore, is not entitled to paid sick leave for the days in question.

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: WDSkinner  
 IWBonbright  
 Personnel Managers  
 LNFoss, IBEW