

RECEIVED by LU 1245
29-Dec-08

**CASE CLOSED
FILED & LOGGED**

**Referral back to LIC from Review Committee
Grievance No. 18161**

Grievance Issue

The grievance concerns discipline given for alleged conduct violations. The case was referred to the Pre-Review Committee on August 26, 2008.

Case Summary

The grievant, a Woodland Lineman with 19 years of service received a Decision Making Leave on 02/28/08 for various conduct violations. The Company contends that the primary issue was that the grievant was working overtime on 1/08/08 and was instructed to get 8 hours rest and report back to work the next morning between 7:30 a.m. to 7:45 a.m. The Company believes that the grievant intentionally reported to work at 7:00 a.m. which put him on double-time pay.

Disposition

The LIC Committee will settle this case upholding the DML but will deactivate the discipline 12 months from the date of incident of 01/09/08. This case is considered closed.

<u>Darryl Norris</u> Darryl Norris, for Union	concur/ dissent	<u>12/26/08</u> Date
<u>Darryl Norris For Bill Wallace</u> Billy Wallace, for Union	concur/ dissent	<u>12/26/08</u> Date
<u>Tim Bedford</u> Tim Bedford, for Company	concur/dissent	<u>12-15-08</u> Date
<u>Jeff Neeley</u> Jeff Neeley, for Company	concur/dissent	<u>12/15/2008</u> Date