

May 3, 1960

Mr. V. J. Thompson, Chairman
Joint Review Committee
Pacific Gas & Electric Company
245 Market Street
San Francisco 6, California

Dear Mr. Thompson:

Please find enclosed the opinions of Union's Review
Committee Members on the following Review Committee
Files:

R. C. 190
R. C. 202
R. C. 211
R. C. 217
R. C. 220
R. C. 223
R. C. 224
R. C. 229

Very truly yours,

L. L. Mitchell, Secretary
Review Committee

LLM:do

Encls.

cc: WMFleming
KStevenson

OPINION OF UNION'S REVIEW COMMITTEE MEMBERS

R. C. FILE #190

It is the opinion of the Union's members of the Review Committee that this case should be dropped from the Committee file. In so doing, the Union does not agree that the action of the Colgate Division was proper when it downgraded the previous "B" job to "C".

It is our belief that in view of Mrs. Darrough's resignation from the Company and the eventual elimination of the disputed job, a continuance of this case would not be of benefit to either party. The undercurrents created by the action of the Company in this case have already affected employee morale adversely and resulted in mistrust of certain of the supervisory personnel.

It would appear that procedures for handling such cases should be reviewed and a different method of approach be adopted in the future. We would suggest that while economy and efficiency may be worthy goals they can never be achieved without regard to human considerations. In the long run, the goals of efficiency and economy can only be achieved where harmony exists between the employees and the supervisors involved.

In this case, the effect on employee morale could well result in losses far exceeding the dollars gained by the reduction of wages for this employee.

L. L. Mitchell, Secretary
Review Committee
May 3, 1960