

REVIEW COMMITTEE DECISION

Review Committee File No. 776
San Jose Division Grievance No. D.Gr/C 8-1-68

Discussion and Disposition

This grievance concerns the discharge of Richard P. Dennison, a Gas T & D Helper at Redwood City. Following the submission of a grievance, the case was referred to the Review Committee and a hearing was held at San Mateo on February 21, at which time the grievant and the supervisors involved were given an opportunity to present testimony.

The facts surrounding the supervisors' allegation that the employee refused to work a changed schedule are unclear. The uncertainty, in part, stems from a concurrent request to furnish evidence concerning a day's sickness that occurred just previous to December 26. Principally because of this uncertainty, it is the decision of the Review Committee that the employee will be reinstated and given this opportunity to prove himself a satisfactory employee.

The conditions of this reinstatement are as follows:

1. The grievant will be reinstated March 25, 1968, as a Helper at the Cupertino Service Center as a regular employee with all rights and conditions provided by the Physical Agreement.
2. For the purposes of Title 106, his Company and classification seniority will be uninterrupted.
3. He will not be entitled to any retroactive pay adjustment for the period that he was suspended from employment between December 26 and March 25, 1968.
4. His future bids, if any, to a Serviceman vacancy will be considered under the provisions of Title 205; however, Company may reject any such bid in accordance with the provisions of 205.11 and/or 205.14 and any such rejection between the period of March 25, 1968 and March 25, 1969 shall be final and binding upon the employee and not subject to the grievance procedure; he need not be temporarily upgraded to Serviceman during this period, nor will he be eligible to fill any job vacancy at the Redwood City headquarters for the same period.
5. This Decision in no way ignores or condones other incidents contained in the record submitted to Review which relate to the employee's past performance. For this reason, the employee will be expected to perform all future work assignments in a satisfactory manner and any failure to do so will be cause for discharge provided, however, that any such cause may be determined through the grievance procedure.

FOR UNION:

R. W. Fields
W. M. Fleming
J. J. Wilder

By

J. J. Wilder

Date

3-20-68

FOR COMPANY:

T. J. Bianucci
C. R. Macher
L. V. Brown

By

L. V. Brown

Date