

REVIEW COMMITTEE DECISION

Review Committee File No. 794
Sacramento Division Grievance No. 6-68-3

Subject of the Grievance

This grievance concerns the discharge of a Meter Reader in the Sacramento District. The grievant was hired April 17, 1967 and was terminated March 14, 1968.

Discussion and Decision

In reviewing the circumstances leading up to the grievant's discharge, the Review Committee had before it letters written to the grievant concerning several counselling sessions held with him. At the outset, the grievant experienced difficulty in correctly reading the meters, resulting in a large number of over-reads. His immediate supervisor, the Head Meter Reader, discussed this with the grievant, advising him of the necessity of correctly reading the meters and advising him that his job was in jeopardy if he did not show improvement. These discussions and the probable results of his failure to improve were confirmed in a letter to him August 1, 1967. The records kept of his subsequent meter reading assignments then evidenced an excessive subtraction error rate. Again, discussions were had with him by the Head Meter Reader and later by the department supervisor. In these discussions, he was informed of his excessive error rate and told of the improvement he must make and that he faced the prospects of termination of his employment should he not show improvement. These conversations were also confirmed in letters to the employee on January 8 and February 12, 1968. It is significant to the Review Committee to note that his error rate improved considerably by the end of January. Apparently the effects of the discussions were short-lived, however, as in the next month his error rate was again excessive.

It is the Review Committee's opinion that the discharge of the grievant was warranted, based on the facts of this case. The correction sought by the grievant will be denied.

FOR UNION:

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

By

J. J. Wilder
Date 5/24/68

FOR COMPANY:

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

By

L. V. Brown
Date _____