

INDUSTRIAL RELATIONS
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LOCAL 1245, I.B.E.W.

Review Committee File No. 923
San Joaquin Division L.I.C. Grievances
Nos. 25-69-4 and 25-69-5
Disciplinary Action for Working Overtime
When Not Authorized (John Montgomery)

May 1, 1970

MR. R. J. STEELE, Company Member
San Joaquin Division
Local Investigating Committee

MR. B. G. ROBINSON, Union Member
San Joaquin Division
Local Investigating Committee

The above-subject grievances have been discussed at the last several meetings of the Review Committee following our hearing in the District. They are being referred back to your Committee for settlement consistent with the following:

It has been brought to the Committee's attention that an effort is being made by the grievant to meet the meter reading standard required by the Division. At the same time, however, the Committee is concerned over the number of meter reading errors committed by the grievant in recent readings of the route in question. In an effort to provide a basis for even further improvement on his part, the Review Committee proposes to soften some of the economic burden imposed by his several layoffs. In this vein it is our belief that there is reason to believe that the grievant may not have fully understood his supervisors' instructions that he was not to incur overtime when reading the route in August. Accordingly, it is the decision of the Review Committee that he will be paid for August 28. On this basis, then, the two-day progressive disciplinary layoff which occurred on October 14 and 15 would be converted to a one-day layoff and his wages for October 15 restored.

A copy of this letter will be given to the grievant to insure his understanding that he must concentrate on error-free meter reading while at the same time completing the route during his regular hours of work.

After making the retroactive wage adjustments called for by this decision, these grievances will be considered closed.

L. V. BROWN
L. V. BROWN, Chairman
Review Committee

LVB:RS

cc: EEFoley HJStefanetti
IWBonbright HWSwanson
JAFairchild JJWilder, IBEW
ADOWen