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Review Committee File No. 1217
San Jose Division L.I.C. Grievance No. 8-72-33
Discharge of Gas Serviceman, A. R. Smith

January 30, 1974

MR. L. H. CONNER, Company Member
San Jose Division
Local Investigating Committee

MR. O. OWEN, Union Member
San Jose Division
Local Investigating Committee

The above-subject grievance is being returned to the Local Investigating Committee for settlement in accordance with the following:

When this case was initially discussed by the Review Committee, it was determined that the Joint Statement of Facts did not contain sufficient agreed to facts that would enable the Review Committee to quickly reach a settlement. After considerable discussion and examination of the complete record, the Review Committee has concluded that the grievant's overall record of absenteeism and tardiness was unacceptable and had an apparent indifference to the problem. He was forewarned by letter that if his record did not improve he would subject himself to severe discipline with the possibility of discharge, and statements made by the grievant during the L.I.C. investigation indicate that he knew he could be discharged if his record did not improve. Coupled together with the latest incident, the Review Committee has no alternative but to uphold the discharge.

In view of the above, specifically the grievant's own testimony, it is the opinion of the Review Committee that the discharge was for just cause; and the Local Investigating Committee should close the case on that basis.

L. V. BROWN

L. V. BROWN, Chairman
Review Committee

DJBergman:mt

cc: VHLind
IWBonbright
JAFairchild
PMatthew
Personnel Managers
LNFoss, IBEW