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INDUSTRIAL RELATIONS  
741.5

Review Committee File No. 1285-73-69  
North Bay Division L.I.C. Grievance No. 4-73-4  
Five-Day Disciplinary Layoff, S. W. Hawkins

April 26, 1974

MR. R. H. JONES, Chairman  
North Bay Division  
Joint Grievance Committee

The above-subject grievance has been discussed by the Review Committee and is being returned to the Division for settlement in accordance with the following:

A thorough examination has been made of the entire record including the additional information requested by the Review Committee in August 1973. The Review Committee has concluded that the Division's policy with respect to the Light Crew Foremen leaving their areas to inspect other job sites is not clearly understood by the Light Crew Foremen. This is substantiated by the fact that your committee cannot jointly agree as to the understanding of the policy. However, the Review Committee does not condone the grievant's actions of leaving his crew unsupervised and without specific work instructions. The grievant should understand that as a Light Crew Foreman he is in charge of the crew, and it is his responsibility to supervise the crew. Failure to do so could result in removal from the supervisory classification.

In view of the above, the Review Committee is of the opinion that the grievant's actions were improper; but due to the misunderstanding of the Division policy, the disciplinary action was too severe and the five-day disciplinary layoff should be reduced to a three-day disciplinary layoff.

This case is considered closed and should be so noted in the minutes of your next Joint Grievance Committee meeting.

**L. V. BROWN**

L. V. BROWN, Chairman  
Review Committee

DJBergman:mt

cc: JGFoster  
IWBonbright  
JAFairchild  
PMatthew  
Personnel Managers  
LNFoss, IBEW