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FOR INTRA - COMPANY USES

DIVISION OR DEPARTMENT

INDUSTRIAL RELATIONS

FILE No.

741.5

RE LETTER OF

SUBJECT

Review Committee File No. 1293
East Bay Division Grievance No. D.Gr/C 1-73-3

102

August 23, 1973

MR. W. FUNABIKI, Chairman
East Bay Division
Joint Grievance Committee

The Review Committee has discussed the above subject grievance and is returning it to the Division for settlement in accordance with the following:

The facts are quite clear that the grievant was given a legitimate job assignment, and by refusing to carry it out was insubordinate. In light of the counseling session that took place on December 6, 1972, the disciplinary action was justified in this case.

The 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:tma

- | | |
|---------------|-----------------------------|
| cc: WDSkinner | SCGrubb |
| IWBonbright | DLKennady |
| JAFairchild | WKSnyder |
| HJStefanetti | Division Personnel Managers |
| HGCooke | LN Foss, IBEW ✓ |

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DIVISION OR DEPARTMENT **INDUSTRIAL RELATIONS**
 FILE NO. **741.5**
 RE LETTER OF
 SUBJECT **Review Committee File No. 1294**
 East Bay Division Grievance No. D.Gr/C 1-73-4
 Disciplinary Layoff of Three Fieldmen, Oakland

102

August 23, 1973

MR. W. FUNABIKI, Chairman
East Bay Division
Joint Grievance Committee

The Review Committee has discussed the above subject grievance and is returning it to the Division Joint Grievance Committee for settlement in accordance with the following:

The record indicates that the grievants not only violated the Division coffee policy but refused to go to work when asked by their supervisor. The Review Committee cannot find any mitigating circumstances that would justify a reduction of penalty. Therefore, the disciplinary layoffs were for proper cause.

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

LVBrown

L. V. BROWN, Chairman
 Review Committee

DJBergman:tma

cc: WDSkinner	SCGrubb
IWBonbright	DLKennady
JAFairchild	WKSnyder
HJStefanetti	Division Personnel Managers
HGCooke	LN Foss, IBEW ✓