

REVIEW COMMITTEE DECISION

Review Committee File No. 1337  
East Bay Division L.I.C. Grievance No. 1-73-11

Subject of the Grievance

This case involves the reasonableness of the Division's dress code for male employees in the Customer Services Department. At issue is the requirement that the grievant, James H. Frazier, (must) wear a tie when meeting face to face with or in direct view of customers. Failing to do so would be grounds for suspension.

Discussion

In reviewing the record submitted to the Review Committee, the issue in the grievance can be narrowed down to one, "the reasonableness of the Division's policy." Thus, the Review Committee's task is to apply the rule of reason to the policy. To do this, several factors must be considered.

1. Is the Division's policy reasonably related to the operation of Company business? The record indicates that the policy has been in effect for forty-odd years and is still the accepted dress code in the communities served by the Company. Namely, the wearing of ties by male employees who are working face to face with customers or are in direct view of customers is a reasonable community standard of dress.

2. Has the Division applied the policy evenhandedly to all male employees affected? The facts indicate that the policy has been in effect in all Customer Services offices within the Division for several years even though the policy was changed in April of 1973 requiring only those male employees working in direct view of customers to wear ties. However, the fact still remains that the policy has remained the same in its application to male employees, and the Division has not been lax in enforcing it.

3. Have there been exceptions to the general rule? The Joint Statement of Facts indicates that there have been no exceptions to the rule. However, in reviewing the system, the Review Committee finds general adherence to the policy except in situations where climate conditions are such that the rule has been temporarily relaxed or where the Company has participated in community activities requiring a different mode of dress other than the usual.

Conclusion

In view of the foregoing, it is the Committee's decision that the Division's policy is reasonable, and the affected employees must adhere to it. This case is closed.

FOR UNION:

W. H. Burr  
E. R. Sheldon  
L. N. Foss

By

Date

  
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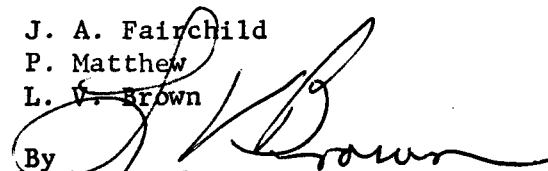
4-12-74

FOR COMPANY:

J. A. Fairchild  
P. Matthew  
L. V. Brown

By

Date

  
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4-12-74