

REVIEW COMMITTEE DECISION

Review Committee File No. 1338-74-4

Pipe Line Operations L.I.C. Grievance No. 11-74-1

Subject of the Grievance

This case involves a three-day disciplinary layoff without pay of a Senior Compressor Plant Operator for an operating error at Hinkley Compressor Station. The grievant allowed the discharge pressure to exceed the maximum established operating pressure of 864 psi. According to the Daily Operating Log Sheet and the Recording Pressure Chart, the pressure reached 868 psi and exceeded the maximum allowable operating pressure for approximately a one-hour period.

Discussion

The case is not unlike other disciplinary cases referred to the Review Committee. The record indicates that there is no dispute as to the fact that the grievant violated a Company operating rule; namely, the discharge pressure exceeded 864 psi for approximately one hour. This is also a violation of both state and federal regulations that could involve the Company in citations issued by the enforcement agencies. The grievant, by his own statement, was well aware of his responsibilities including the necessity of making engine changes quickly. The rule violation in itself is a serious charge, but coupled together with the fact that the conditions lasted for approximately one hour aggravates the offense.


In this type of case where there is no dispute of the facts, the Review Committee's sole responsibility is to determine whether or not the punishment levied by supervision was reasonable. In view of the serious nature of the grievant's actions, the Review Committee cannot substitute its judgment for supervisors' where, as here, punishment is reasonably related to the offense.

Decision

For the foregoing reasons, it is the Committee's decision that the three-day disciplinary layoff will stand. This case is considered closed.

FOR UNION:

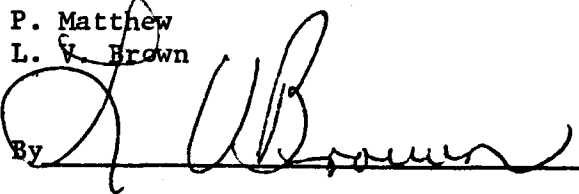
W. H. Burr
E. R. Sheldon
L. N. Foss

By 

Date May 24, 1974

FOR COMPANY:

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

By 

Date May 24, 1974