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DIVISION OR DEPARTMENT **INDUSTRIAL RELATIONS**
FILE No. **741.5**

RE LETTER OF
SUBJECT **Review Committee File No. 1365**
San Francisco Division Grievance No. LIC 2-74-28
Demotion from Gas Serviceman to Helper

October 10, 1974

MR. G. D. LAWSON, Company Member
San Francisco Division
Local Investigating Committee

MR. F. A. QUADROS, Union Member
San Francisco Division
Local Investigating Committee

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

This will confirm my discussion with the Division concerning the Review Committee decision in this matter. Briefly restated, the Review Committee is of the opinion that the facts of this case do not demonstrate the grievant's lack of qualification or ability and, for that reason, the Committee has agreed to reinstate the grievant as a Gas Serviceman. On the other hand, the facts support a finding of wrongdoing on the part of the grievant, and considering the grievant's past record and the circumstances surrounding the incident, disciplinary action is called for; and for that reason the Review Committee will not grant back pay.

It should be kept in mind, however, that even though it is difficult to lay down a precise rule that fits every situation, repetition of this sort of conduct, following constructive discipline, will evidence a personal characteristic incompatible with the responsibilities of his classification. At that time, discharge would be an appropriate consideration or, in the alternative, demotion, if there are strong mitigating circumstances.

This case is considered closed and should be so noted by your Committee.



L. V. BROWN, Chairman
Review Committee

DJBergman:pmh

- cc: JHBlack
- IWBonbright
- JAFairchild
- PMatthew
- Personnel Managers
- LNfoss, IBEW