

REVIEW COMMITTEE DECISION

Review Committee File No. 785
San Jose Division L.I.C. Grievance No. 8-68-2

Subject of the Grievance

The grievant, a Line Subforeman, was demoted to Lineman effective January 3, 1968.

Decision

Following discussion and investigation of the facts surrounding the demotion of the grievant, it is the Review Committee's decision that the following procedure will be observed as the final disposition of the grievance:

1. The grievant will continue to be classified as and assigned the work of a Lineman at least until September 30, 1968.
2. Company will continue its appraisals of his work assignments and on September 30, 1968, if such appraisals evidence that he has maintained his present satisfactory level of work performance, he will be assigned work as a Line Subforeman, Conditional, during regular hours of work and paid at his former wage step of Line Subforeman. Such assignment will continue so long as the employee demonstrates that he is performing the work assigned in a satisfactory manner and is providing his crew with instruction and leadership necessary so as to carry out the work in a safe and efficient manner. In no event, however, will these work assignments as Line Subforeman, Conditional, continue beyond December 31, 1968.

While assigned as Line Subforeman, Conditional, the employee will not be assigned as such, or as a Line Subforeman, to work to be performed outside of his regular work hours, except where the work he has been assigned during his regular work hours continues beyond the regular quitting time.

For the period of time that he is assigned as Line Subforeman, Conditional, he shall remain on the overtime distribution list provided for Linemen and, if assigned to such work, except as provided heretofore, paid at the Lineman rate of pay.

3. No later than January 1, 1969, Company shall make a final determination with respect to his qualifications for unrestricted assignment to a Line Subforeman classification. If qualified, he will be reinstated in his former classification of Line Subforeman; and, if not, reassigned as a Lineman and the Company's decision therefor will be subject to the grievance procedure.

4. The foregoing procedure may result in a surplus of Line Subforemen at the Cupertino headquarters if the grievant is reinstated to such classification. To alleviate this, it is understood that if a Line Subforeman vacancy occurs at that headquarters within 90 days following his reinstatement as Line Subforeman, Company need not fill it under the provisions of Title 205. In the event that a vacancy does not occur within the 90-day period, it may be necessary for the Division to exercise the provisions of Title 206.

FOR UNION:

R. W. Fields
W. M. Fleming
J. J. Wilder

By s/John J. Wilder

Date August 5, 1968

FOR COMPANY:

T. J. Bianucci
C. R. Machen
L. V. Brown

By s/L. V. Brown

Date August 5, 1968