



REVIEW COMMITTEE

IBEW



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**CASE CLOSED
FILED & LOGGED**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060
R.W. STALCUP, SECRETARY

MARGARET A. SHORT, CHAIRMAN

**East Bay Division Grievance No. OAK-95-80
Fact Finding File No. 6401-96-112
Pre-Review Committee No. 2085**

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

BILL MADDOX
Company Member
Local Investigating Committee

LULA WASHINGTON
Union Member
Local Investigating Committee

Subject of the Grievance

This grievance concerns the alleged bypass of a Field Garage Mechanic C assigned to Richmond to a Field Garage Mechanic A assigned to Walnut Creek for a two-week vacation relief assignment.

Facts of the Case

At the time of the vacation relief assignment in Walnut Creek, the grievant was on a special assignment pursuant to Section 301.9 to Ukiah/Santa Rosa. Another Field Garage Mechanic C, less senior than the grievant, who was assigned to Oakland was given the upgrade. Field Garage Mechanic B, NOT C, is next lower to Field Garage Mechanic A.

Discussion

The Pre-Review Committee reviewed Section 305.4, Temporary Upgrades, paying particular attention to Subsection (a)(3) and (a)(5) noting that the grievant was not in the next lower classification or at the assembly point where the upgrade was needed.

The Union stated that several years ago the company promoted a number of Field Garage Mechanic B's to A's and did not backfill the B's so when relief is needed in the A classification, usually the upgrade comes from the C's but none of the C's have a contractual entitlement to the upgrade.

This situation was recently addressed in L/A R2-96-107 which provided for the establishment of several Apprentice Equipment Mechanics with a line of progression to Field Garage Mechanic A.

DECISION

Based on the foregoing discussion, the parties agreed that no violation of the agreement occurred and this case is closed without adjustment.

Margaret Short

Margaret A. Short, Chairman
Review Committee

6/16/97

Date

Roger Stalcup

Roger W. Stalcup, Secretary
Review Committee

6/16/97

Date