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MARGARET A. SHORT, CHAIRMAN

DECISION  
 LETTER DECISION  
 PRE-REVIEW REFERRAL

**REVIEW COMMITTEE**

RECEIVED by LU 1245  
 July 20, 2004  
 CASE CLOSED  
 FILED & LOGGED

205.11; 205.19; 109.2: Concerns attendance at 10-day Basic Climbing School. Agreed that the PRC did not need to resolve the issue as the grv. has opportunity to attend the Climbing School. The Comm. will discuss of how many opportunities an employee may have to attend Climbing School.



INTERNATIONAL BROTHERHOOD OF  
 ELECTRICAL WORKERS, AFL-CIO  
 LOCAL UNION 1245, I.B.E.W.  
 P.O. BOX 2547  
 VACAVILLE, CALIFORNIA 95696  
 (707) 452-2700  
 SALIM A. TAMIMI, SECRETARY

**Pre-Review Committee No. 14861  
 OM&C – Gas Construction – San Francisco**

Vern Wittman  
 Company Member  
 Local Investigating Committee

Bernard Smallwood  
 Union Member  
 Local Investigating Committee

Subject of the Grievance

This case concerns attendance at 10-day Basic Climbing School.

Facts of the Case

The grievant is an Unassigned Fitter in San Francisco. He was the senior qualified prebidder to an Apprentice Lineman vacancy in Vallejo and scheduled to attend the Basic Climbing School starting January 5, 2004. The grievant was informed the dates of the school and was given a binder of material by his supervisor. When the grievant arrived at the school, he was asked if his pre-work was completed. When he responded that it was not, he was not allowed to attend the class and he was bypassed for the vacancy. The grievant stated he was unaware of the pre-work requirement.

Subsequent to the referral of this case to the Pre-Review Committee, additional information was obtained from the employee that schedules attendees for the class and disseminates the course material. This employee indicated she had several telephone conversations with the grievant and personally informed him of the pre-work requirement. In addition, she sent a binder and an email stating that there was a pre-work requirement to the grievant's home, at his request.

Discussion

The Pre-Review Committee had several lengthy discussions about whether employees should forfeit an opportunity to attend Climbing School for failing to do the pre-work. It was agreed that the PRC did not need to resolve that issue as the grievant has another opportunity to attend the Climbing School.

The Joint Apprenticeship Committee will discuss the issue of how many opportunities an employee may have to attend Climbing School.

Decision

This case is closed without adjustment.

Margaret Short

Margaret A. Short, Chairman  
Review Committee

7/20/04

Date

Sam A. Tamimi

Sam Tamimi, Secretary  
Review Committee

7-20-04

Date