

REVIEW COMMITTEE DECISION

R. C. File No. 28 - Grievance No. 8, Gas Supply and Control. Bids submitted by casual employees.

Subject of Grievance

Two job vacancies in the Oiler classification were posted in the monthly Employment Bulletin - List of Job Vacancies. Several casual employees submitted bids for consideration by the Department when filling the vacancies as published. The subsequent notice posted to show the results of the filling of the job vacancies indicated there were "No qualified bidders" for the posted jobs. Nevertheless, the Department appointed to the jobs two of the casual employees who had submitted bids for consideration.

The question for Review Committee decision is whether or not the bids of casual employees should be considered by the Department under the Labor Agreement Title 205 - Job Bidding and Promotion.

Statement of Decision

Contract Section 205.6 states that any employee may submit by U. S. Mail to Company a bid on any job posted as vacant. However, in the consideration of bids, it has long been the practice recognized by both Company and Union that bids submitted by casual employees are not treated in the same manner as are bids submitted by probationary and regular employees. Casual employee bids are treated as requests for appointment to the job on which the bid is made, whereas the bids of other employees are given preferential consideration in accordance with the sequence outlined in Contract Section 205.7.

The confusion which apparently arises when casual employees are appointed to jobs as a result of their bids, relates to the notation in the Job Award Bulletin when the words "No qualified bidders" are shown in the space provided for the name of the successful bidder nevertheless a casual employee who submitted a bid is appointed to the job. It thus appears to employees who read the Bulletin that a person who apparently was not qualified to hold the job was appointed by Company to take over the job duties. To avoid such a misunderstanding, this Committee recommends that when casual employees are appointed to jobs on which they have submitted bids, the subsequent Job Award Bulletin should carry a notation showing the name of the casual employee who was given the job, together with the word "appointed" as explanatory of the manner in which the vacancy was filled.

For Union:

Roy Michaels
Leonard Gehringer
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By L. L. Mitchell

Date 2/10/54

For Company:

H. F. Carr
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