

REVIEW COMMITTEE DECISION

R. C. File No. 35 - Grievance No. 89, San Joaquin Division. Change of Day-off Relief Operator to Emergency Relief Operator at Kern Steam Plant.

Subject of Grievance

An employee in the dual classification of Day-off Relief Control Operator and Control Operator Senior at Kern Steam Plant was reclassified by the Division to the position of Day-off Relief and Emergency Relief Control Operator, and Control Operator Senior without posting the latter combination job in the Employment Bulletin. The Union objected to the Division's creating a new relief combination as well as to the filling of the combination job without first posting it for bid.

Statement of Decision

There is no provision in the Agreement between Company and Union which prohibits the Division from establishing an emergency relief classification; however, it has been the general practice that where emergency relief jobs are established in combination with other jobs, the new combination be posted for bid. In this case, the Division should post such job in the next Employment Bulletin and make the award as outlined in the Agreement.

Further clarification of this subject may come from Company and Union negotiations now in process on classification definitions for the Steam Department.

For Union:

Ray Michaels
Leonard Gehringer
L. L. Mitchell

By Elmer B. Bushby
man

Date 3/15/54

For Company:

H. F. Carr
R. J. Tilson
V. J. Thompson

By V. J. Thompson

Date 3/11-54