

## REVIEW COMMITTEE DECISION

R. C. File No. 42 - San Joaquin Division Grievance No. 94  
Award of First Operator Job at California Station

### Subject of Grievance

A vacancy in the First Operator classification at California Avenue Substation in Fresno was posted in the employment bulletin list of job vacancies. California Avenue Substation is a three-shift substation listed in the Schedule III wage rate for First Operators. The bid of a First Operator in Schedule II was given preferential consideration by the Division Job Award Committee, although the employee's total classification seniority as a First Operator was less than the total classification seniority of a First Operator in Schedule IV, who also bid on the job. Union filed a grievance claiming that the cumulative time in the First Operator classification should be recognized regardless of the schedule in which Operators' duties were performed. The Division maintained it was following a mutually acceptable practice in awarding First Operator jobs on the basis of classification time accumulated in a single schedule with the employee's normal progression being from Schedule IV to Schedule III to Schedule II and then to Schedule I, which has the highest wage rate.

### Statement and Decision

The subject of normal lines of progression for substation operators has not been negotiated by Company and Union for acceptance systemwide. However each Division has probably established a practice for its own use in awarding operator jobs when vacancies occur and bids are reviewed. Any established Divisionwide practice should be continued until changed by the results of Company-Union bargaining.

In order to settle the controversy arising from the present grievance, the following decision is made:

- (1) The award of Job No. 25:520 as made by the Division is upheld and the grievance is closed.
- (2) Seniority governing future awards to fill First Operator classification vacancies in San Joaquin Division is to be calculated on cumulative time worked in the First Operator classification, notwithstanding the wage schedule in which the employee performed his duties.

- (3) In considering provisions of the Demotion and Layoff Procedure, Title 206 of the agreement, an employee in the First Operator classification whose job is being discontinued, may displace that employee in the First Operator classification who has the least Company seniority, regardless of wage rate schedule, provided that the former's Company seniority is greater than the Company seniority of the employee displaced.

For Union

Ray Michaels  
Leonard Gehringer  
Elmer B. Bushby

By Elmer B. Bushby

Date 4-12-54

For Company

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

By V. J. Thompson

Date 3-25-54