

REVIEW COMMITTEE DECISION

R. C. FILE NO. 44 -- INTERPRETATION OF SECTION 205.7(d)-(DEPARTMENT OR DISTRICT)
HUMBOLDT DIVISION

SUBJECT OF GRIEVANCE:

Two grievances were ^{filed} filed in the Division on behalf of employees, Earl C. Paquette and Frank Berg, who bid on posted job vacancies in the Electric Department. Both grievants worked in the Gas Department and have greater Company seniority than employees in the Electric Department who were awarded the jobs by the Division under Section 205.7(d). The Division justified its awards on the basis that under Section 205.7(d) bids from employees in the "department" (in this case the Electric Department) are considered before the bids of employees in other departments (in this case meaning the Gas Department) are considered.

STATEMENT AND DECISION:

The question of the meaning of the words "department" and "district" as used in Section 205.7 has been raised before. It has been decided by reference to negotiating minutes that the word "department" as used in Section 205.7 means a department that operates without regard to district boundaries. Specifically, the departments referred to are Steam Generating Department, Hydro Electric Plant Department, Substation Department, Water Collection Department and the Domestic Water Department. The word "district" then denotes and refers to any established and recognized district of the Division. Included in a "district" therefore would be all employees except those who worked in any of the aforementioned "departments."

Applying this interpretation to the instant cases, it is determined that the posted vacancies existed in a "district" and not in one of the named "departments" referred to in Section 205.7. Thus, under Section 205.7(d) employees with the greatest Company seniority in the "district" should first have their bids considered, and since the Gas and Electric Departments are both in the "district" first consideration in each of the respective cases should be given to the employees on whose behalf these grievances were filed.

For Union:

Ray Michaels
Leonard Gehring
L. L. Mitchell

By L. L. Mitchell

Date Oct. 26, 1953

For Company:

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

By [Signature]

Date October 21, 1953