

REVIEW COMMITTEE DECISION

R. C. FILE NO. 92

San Joaquin Division Grievance No. 116 - Utilizing Apprentice Electric Servicemen Temporarily in Apprentice Lineman and Lineman Classifications.

Subject of Grievance:

The Division has established a practice of assigning Apprentice Electric Servicemen to work as Apprentice Linemen or as Linemen in order to fill out line crews in cases of illnesses, absences, or for other essential reasons. This is done for the convenient utilization of manpower, depending upon the work load; also, to meet emergency conditions. It is recognized that employees in Electric Service are not in a normal line of progression to classifications in the Electric Overhead Department.

The Union objects to the Division practice on the grounds that it violates Section 205.3 of the Agreement. This Section provides that, if practicable, temporary appointments shall be given to the employees in the department and district in which the vacancy occurs who would be eligible under job bidding provisions.

Statement and Decision:

When Section 205.3 was negotiated its purpose was to provide for the upgrading into temporary job vacancies the employees who would most likely be awarded such jobs should regular vacancies occur. This gives employees in the classifications next lower in normal line of progression to those in which temporary vacancies occur the opportunity to gain experience in the duties of the higher rated job. Company and Union agreed that appointments on this basis would be made where practicable, but on the other hand it was likewise agreed that in cases where it was impracticable, Company would fill a temporary vacancy without restriction.

Considering the foregoing as the intent of Section 205.3, this Committee believes that the Division's practice, as brought out in this case, is not in accord with the contract provision. The interchanging of

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employees as a matter of convenience between the Electric Service and the Electric Overhead Departments does not provide for the upgrading opportunities which were contemplated under Section 205.3. Only in situations where conditions make it impracticable to upgrade employees within either department may the inter-change of personnel be justified.

FOR UNION:

Edward James
Russell Stone, Jr.
Elmer B. Bushby

By

Elmer B. Bushby

Date

5-16-1955

FOR COMPANY:

C. L. Yager
R. D. Smith
V. J. Thompson

By

[Signature]

Date

May 13, 1955