

REVIEW COMMITTEE DECISION

Review Committee File Number 201
San Jose Division Grievance Number 16

Subject of Grievance:

A Serviceman in the Gas Department in the San Francisco Division bid on Job Vacancy Number 8:255 -- Apprentice Serviceman, San Mateo. San Jose Division rejected the Serviceman's bid primarily on the basis that a Serviceman has completed his apprenticeship training and for such reason cannot again be appointed to an Apprentice Serviceman classification under the job bidding procedure of the Labor Agreement.

Statement and Decision:

A number of discussions have taken place between Company and Union with respect to employees in Journeyman classifications bidding to fill Apprentice vacancies. Where this occurs, it is recognized that in most instances such bids are merely for the purpose of the employee obtaining a job in another headquarters. That is, he is willing to suffer a temporary wage reduction in order to relocate. While both Company and Union members of this Committee are not sympathetic with such "location bids", there are certain obstacles which must first be overcome before they can be prohibited. For example, past practice has been to recognize such bids. Further, a literal construction of the language of the Labor Agreement provisions 205.7 (a) and (c) requires preferential consideration of bids submitted by employees in higher classifications in the normal line of progression.

Until mutually satisfactory contract provisions can be negotiated to surmount the mentioned difficulties which are encountered, this Committee believes that consideration must be given to all bids in the order of the sequence as provided for by the Labor Agreement. The grievance in this case is upheld.

FOR UNION:

Kenneth Stevenson
W. M. Fleming
L. L. Mitchell

FOR COMPANY:

E. F. Sibley
C. L. Yager
V. J. Thompson

By L. L. Mitchell

Date 3/3/60

By [Signature]

Date 3-1-60