

REVIEW COMMITTEE DECISION

Review Committee File Number 300
San Joaquin Division Grievance Number 171

Subject of the Grievance

During the latter part of March 1961, it became necessary to make several temporary work assignments in the Madera District to take care of an increased volume of new business. One of those affected is the person concerned in this grievance, a Groundman, who was upgraded to Senior Line Truck Driver. At the same time, a former employee was hired to fill a temporary Apprentice Lineman vacancy.

A grievance was filed contending that the grievant had superior rights to the Apprentice Lineman upgrade over that of the employee hired to fill the vacancy. The Division replied that the grievant had been upgraded to a higher classification, also in his regular line of progression, and they need not give consideration to him when filling the Temporary Apprentice Lineman vacancy. The Division further states that it was not practical to upgrade the Groundman to the Apprentice Lineman vacancy as a need existed for climbers and, as the grievant could not climb, he could not render the assistance desired. The correction sought is that the grievant accumulate the time worked as a Temporary Senior Line Truck Driver for the purpose of receiving a progressive wage increase as an Apprentice Lineman.

Discussion

A Groundman who is looking forward to eventual advancement to a Lineman classification recognizes that his bid from Apprentice to Lineman will not be given consideration under the provisions of Section 205.7 (b) until he reaches the top rate of pay of the Apprentice Lineman classification. Time previously worked temporarily in the Apprentice Lineman classification is accrued for the purpose of granting a wage progression increase, provided such assignment lasts for a period of five days, or more. Thus, in this case, even though the employee did not suffer a loss in wages as a result of his temporary assignment to a Senior Line Truck Driver vacancy, rather than to the Apprentice Lineman vacancy, he did lose the accrual of time which would have been spent in the Apprentice Lineman classification.

Notwithstanding the above, the employee concerned in this grievance need not have been appointed to the temporary Apprentice Lineman vacancy if it was not practical to do so. The Division asserts this to be the case. The Division justifies its conclusion on the basis that the grievant could not climb and the need was for personnel with climbing ability. In short then, a person was required who already possessed certain Apprentice or Lineman qualifications. In the opinion of the Review Committee, in view of the expressed need, the vacancy should have been filled by a journeyman and if this was not done then by the qualified employee who would be eligible to the Apprentice Lineman vacancy under the job bidding provisions of Title 205.

The question still remains as to the disposition of the grievance. It is the Committee's understanding that during the time the grievant was upgraded to a Senior Line Truck Driver, he performed work which falls within the

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duties defined for an Apprentice Lineman. In view of this, there is reason, in this case, to accumulate the time worked as a Senior Line Truck Driver for purposes of a progressive wage increase in the Apprentice Lineman classification.

Decision

The time worked by the grievant as a Senior Line Truck Driver from March 30, 1961 to September 29, 1961, shall be accumulated for the purpose of granting a future progressive wage increase as an Apprentice Lineman.

FOR UNION:

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

By L. L. Mitchell
Date Dec. 7, 1961

FOR COMPANY:

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

By V. J. Thompson
Date November 13, 1961