

REVIEW COMMITTEE DECISION

Review Committee File Number 317
Drum Division Grievance Number 3555

Subject of the Grievance

This grievance arose when on two occasions a line crew headquartered at Grass Valley was temporarily assigned to work in the Downeyville area. The crew worked two weeks in the area on one occasion and one day at a later date. On each occasion, due to the absence of the Subforeman regularly assigned to the crew, the senior Lineman on the crew was upgraded to fill the temporary vacancy when the crew left its Grass Valley headquarters. During the time that the crew worked at Downeyville, a Troubleman at the Downeyville headquarters was assigned to work with the crew for a total of three days.

The correction asked for in the grievance is that the Troubleman be upgraded to Subforeman on the days that he worked with the crew, as he had greater classification seniority than the Lineman who was upgraded.

Discussion

The question presented to the Review Committee concerns the filling of temporary vacancies. This involves the application of Section 205.3 of the Agreement, which reads as follows: "Whenever a vacancy occurs in any job classification, Company may temporarily fill it by appointment. If practicable, any such temporary appointment shall be given to the employee in the department and district in which the vacancy occurs who would be eligible therefor under the job bidding provisions of this Title. The foregoing shall apply whether or not the vacancy is one which must be posted." In the case at hand, the temporary vacancy occurred at Grass Valley, a distance of about 50 miles from Downeyville. It was therefore necessary to fill the vacancy before the crew left Grass Valley, its regular headquarters. Supervision had to be provided while preparations were made to perform the work and during the time the crew traveled to the temporary headquarters. To accomplish this the Division found it practicable to appoint the Lineman to the temporary Subforeman vacancy when it occurred. Once filled, the vacancy no longer existed, which was the case when the crew arrived at Downeyville.

Decision

The Review Committee does not agree with the correction asked for by the grievant.

FOR UNION:

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

By L. L. Mitchell

Date Jan 28, 1962

FOR COMPANY:

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

By V. J. Thompson

Date January 11, 1961