

REVIEW COMMITTEE DECISION

Review Committee File No. 454  
Shasta Division Grievance No. 13-63-1

Subject of the Grievance

This grievance concerns the bypass of the senior bidder to a Foreman's Clerk position in the Electric Department in Red Bluff. After consideration of the grievant's bid, the Division notified the Union Business Representative that the grievant's bid was rejected in conformance to the provisions of Section 205.11 in that the position required "field work" and was not, therefore, "a proper position for a woman to hold".

The Union asks that the grievant be awarded Job Vacancy No. 13:11.

Discussion

The grievant is a Clerk C in the Company's Electric Department Office at the Redding Service Center. The Lines of Progression to a Foreman's Clerk job provide that the grievant's classification is next lower to Foreman's Clerk and that the bid to the latter classification, in this case, will be considered under the provisions of Subsection 205.7(b) of the Physical Agreement. This was done.

Once considered, as provided above, the bid may, however, be rejected if the bidder is not presently qualified to perform the duties of the job. This does not appear to be the case here as the Division acknowledges that she can perform the functions required of a Foreman's Clerk although certain of the work to be performed in the field is not usually associated with a female employee.

Decision

Inasmuch as the grievant can perform the duties of the Foreman's Clerk at the Red Bluff Service Center, and will be expected to perform such duties, she shall, as of December 9, 1963, be awarded the Foreman's Clerk job posted as Job Vacancy No. 13:11.

FOR UNION:

R. W. Fields  
W. M. Fleming  
L. L. Mitchell

By L. L. Mitchell

Date Jan 13, 1964

FOR COMPANY:

E. F. Sibley  
C. L. Yager  
L. V. Brown

By L. V. Brown

Date January 8, 1964