

REVIEW COMMITTEE DECISION

Review Committee File No. 647
North Bay Division Grievance No. 4-65-4

Subject of the Grievance

The grievance raises a question concerning the application of certain provisions of the Provisional Lineman Agreement.

The record submitted to Review evidences that the grievant was appointed an Apprentice Lineman on February 26, 1962, and a Provisional Lineman June 8, 1964. He satisfactorily completed the Apprentice Lineman Related Academic Training Program April 21, 1965.

The issue presented by these facts concerns the date the grievant should be confirmed in a Lineman classification and credited with six months' classification seniority as a Lineman.

Discussion

As it is pertinent to the issue presented here, the Letter of Agreement effective May 1, 1964, provides in part:

"(3) . . . the award of the Lineman classification shall be provisional and shall remain provisional until the employee has accrued classification seniority in the combined Apprentice Lineman and Provisional Lineman classifications totaling 36 months. He shall then be confirmed in the Lineman classification and be credited with six months' classification seniority as Lineman."

"(9) As a prerequisite to confirmation as Lineman under Paragraph 3 of this Agreement, employees in the provisional Lineman classification shall be required to complete any portion of the Apprentice Lineman Related Academic Training Program which was incomplete at the time of the award of the Provisional Lineman classification."

Taken in its intended meaning paragraph (9) qualifies the provisions of paragraph (3) in that although the employee has accumulated a combined total of 36 months as an Apprentice Lineman and Provisional Lineman, the confirmation provided for in paragraph (3) will be withheld until the employee has satisfactorily completed the Apprentice Lineman Related Academic Training Program.

Once the employee has completed the Related Academic Training Program, however, the provisions of paragraph (3) are applicable without regard to the delay

that might have ensued because the confirmation was withheld pending completion of the Related Academic Training Program.

Decision

In this case, the employee shall be confirmed in the Lineman classification effective February 26, 1965, with Lineman classification seniority commencing August 26, 1964.

FOR UNION:

R. W. Fields
W. M. Fleming
D. J. McPeak

By *D. J. McPeak*
Date *Feb. 10, 1966*

FOR COMPANY:

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

By *L. V. Brown*
Date *Feb. 10, 1966*