

REVIEW COMMITTEE DECISION

Review Committee File No. 756
Sacramento Division L.I.C. Grievance No. 6-67-4

Facts

The grievance concerns an appointment to a Clerk B job vacancy in the Sacramento Garage. The job was awarded on June 13, 1967 under the former provisions of Subsection 18.8(a) to a Clerk C from the Operating Department.

The grievant contends that she is entitled to preferential consideration for appointment to the vacant job in accordance with the provisions of Section 19.7 of the Clerical Agreement.

Discussion

The grievant was demoted from Clerk B to Clerk C, Commercial Department, on June 29, 1959, following centralization of Customer Records and Accounting at her headquarters. Under these facts, Section 19.7 as it was worded before amended July 1, 1967, provides that she shall be given preferential consideration on an accelerated basis to return to her former classification at her headquarters.

The question raised by the Division is whether she is entitled to such consideration and appointment despite her lack of training to fully perform the work in a different line of progression than the one from which she was demoted. To answer this question, as the demotion followed the centralization of the Customer Records and Accounting functions, she is entitled to the appointment and training in the new duties for a reasonable period of time. A reasonable period of time in this case will be:

1. Within three (3) months following such appointment, and placement in the new duties, the employee shall have demonstrated progress in the performance of the work, and
2. at the expiration of six (6) months following such appointment and placement, the employee shall demonstrate proficiency in performing all duties assigned to the classification.

Decision

The previous appointment shall be rescinded, effective the date of this decision, and the grievant offered an appointment to the job vacancy that date under the conditions set forth above.

FOR UNION:

R. W. Fields
W. M. Fleming
J. J. Wilder

By

Date

J. J. Wilder
10/9/67

FOR COMPANY:

T. J. Bianucci
C. R. Machen
L. V. Brown

By

Date

L. V. Brown
