

REVIEW COMMITTEE DECISION

Review Committee File No. 934
Humboldt Division Grievance No. D.Gr/C 19-69-7

Subject of the Grievance

This grievance concerns the assignment by the Division of a Lineman to a temporary Troubleman vacancy while at the same time refusing to assign the senior prebidder, a Line Subforeman, to the vacancy on the basis of impracticability.

The grievance raises the question whether a Line Subforeman, under these facts, must be given temporary assignments to Troubleman vacancies. Since the Line Subforeman is considered as being the same or higher in the line of progression to the Troubleman classification, his prebid is assured of consideration for such temporary assignments as may occur in his headquarters (Subsection 205.3(a) and R.C. Decision 909).

The question of practicability must also be considered when the Line Subforeman or other analogous classification is considered for an assignment to a lesser paid job in the same line of progression (Subsection 205.3(a)). Day-to-day assignments may be made at the discretion of the supervisor but are generally disruptive in nature and are normally precluded from consideration. On the other hand, assignments of one week or more are generally considered practicable.

In regard to wage entitlement while so assigned, Review Committee Decision 909 establishes that employees who wish to work in classifications considered lower in their line of progression will be paid at the rate of pay of the lower classification.

Decision

Upon the decision of the supervisor that the job in progress will not be unduly affected by such an assignment, it may be considered practicable to appoint a Line Subforeman to temporary Troubleman vacancies at the Troubleman's rate of pay. Such assignments will normally be for a period of one week or more.

FOR UNION:

W. H. Burr
W. M. Fleming
J. J. Wilder

By

Date

John Wilder
5/24/70

FOR COMPANY:

R. C. Dodge
H. J. Stefanetti
L. V. Brown

By

Date

L. V. Brown

REVIEW COMMITTEE DECISION

Review Committee File No. 909
San Francisco Division Grievance No. D.Gr/C 2-69-13

Subject of the Grievance

A Field Clerk in San Francisco Division has received temporary upgrade assignments to Assistant Gas Repairman between February 28, 1968 and February 17, 1969. After February 17, 1969, Company temporarily assigned a Gas Helper at the top of the rate to relieve as an Assistant Gas Repairman. Both the grievant and the Helper are valid prebidders to the next vacancy in the classification, with the grievant being the senior prebidder.

The grievant contends that inasmuch as his regular classification is listed as "next lower" to Assistant Gas Repairman and, as he would receive an appointment to this job if it was to be filled on a regular basis, he is entitled to temporary assignments but at the higher rate of pay of his regular classification. The grievance raises a further question concerning the effect of a change of work hours if he is temporarily assigned to the Assistant Gas Repairman classification.

Decision

The grievant's prebid to the job in question assured his consideration for such temporary assignments that might occur in his headquarters (Subsection 205.3(a)). Under these facts, he should have been offered the assignment, which, if accepted, would have resulted in a change of his work hours, without penalty, (Section II C 1(a) of the Labor Agreement Clarification - Hours, dated April 1, 1965), and for which he would be paid at the top step of Assistant Gas Repairman.

FOR UNION:

W. H. Burr
W. M. Fleming
J. J. Wilder

By /s/ J. J. Wilder

Date 11/26/69

FOR COMPANY:

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

By /s/ L. V. Brown

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