

REVIEW COMMITTEE DECISION

Review Committee File No. 1151  
Sacramento Division Grievance No. 6-72-2

Subject of the Grievance

The grievant, a Meter Reader in the Sacramento District, was hired March 20, 1957 and bid to a Collector vacancy at Woodland posted January 1, 1972. The Division Job Awards Committee selected an employee who was hired after the grievant to fill the vacancy. Their decision to bypass the grievant was based on Sections 18.11 and 18.13 of the Clerical Agreement as the grievant had no experience or job knowledge of the work required of a Collector.

Discussion

The grievance has been processed through the Division Local Investigating Committee. In their hearing on the merit of the bypass they interviewed the grievant and others. Material to our decision here is the admission of the grievant that he was not qualified to step into the vacancy and perform a Collector's work. From the record it appears that the appointed employee was. Secondly, the record reflects that the grievant, and other Meter Readers at his headquarters, were offered an opportunity to receive the training necessary to qualify for a Collector vacancy which he turned down. Others, who accepted the offer, have received this training and some have received appointment to Collector.

Decision

In view of the foregoing, the bypass of the grievant under Section 18.11 was proper.

FOR UNION:

W. H. Burr  
E. R. Sheldon  
L. N. Foss

By s/L. N. Foss

Date July 18, 1972

FOR COMPANY:

J. A. Fairchild  
H. J. Stefanetti  
L. V. Brown

By s/L. V. Brown

Date July 18, 1972