

MEMORANDUM OF DISPOSITION
FACT FINDING NO. 4090-88-3
REDWOOD REGION GRIEVANCE NO. SR4-1417-87-48

[RC No. 1661-88-3]

CASE CLOSED
LOGGED AND FILED

JUL 19 1988

RECEIVED JUL 18 1988

SUBJECT OF GRIEVANCE

The Company is violating the intent of Section 205 by not filling the Troubleman position on a permanent basis while upgrading temporarily on a continuous basis from the Lineman classification.

DISCUSSION

The Fact Finding Committee met in Santa Rosa on February 1, April 11, May 11 and June 3, 1988. The Committee consisted of Shelley Verbin, Santa Rosa Division Human Resources Manager; Margaret Short, Industrial Relations Representative; Sam Tamimi, IBEW Business Representative and Roger Stalcup, IBEW Assistant Business Manager. The Committee reviewed the facts of the case as previously outlined in the Local Investigating Committee report. The case involved a vacant Troubleman position in the Petaluma headquarters. The Company elected to leave the position vacant temporarily and to evaluate the necessity of filling it. The Company subsequently reclassified and filled the position as a Lineman. Prior to the settlement of the grievance, the Company determined that the vacant Troubleman position should be filled based on demonstrated need.

Because the Company reclassified and filled the Troubleman vacancy as a Lineman and subsequently decided to fill the Troubleman position, the Committee needed to address the issue of the "extra" T&D employee in the headquarters. The Committee agreed that the reclassification of the Troubleman to Lineman was done prematurely (i.e., during the Troubleman evaluation process). Therefore, the Committee agreed to "undo" the Lineman award, in order for the Company to fill the Troubleman position. The Committee further agreed to use the bid sheet as of 12/5/87 (the same date used for the Lineman placement).

DISPOSITION

The Committee agreed that in order to accommodate the Company's decision to fill the Troubleman position, the Lineman award would be "undone", resulting in Steve Cincera returning to Geyserville.

Shelley Verbin (CONCUR/DISSENT) 6/21/88
SHELLEY VERBIN, For Company DATE

M. A. Short (CONCUR/DISSENT) 6/27/88
MARGARET SHORT, For Company DATE

Sam A. Tamimi (CONCUR/DISSENT) 7/9/88
SAM TAMIMI, For Union DATE

Roger Stalcup (CONCUR/DISSENT) 7/8/88
ROGER STALCUP, For Union DATE