

REVIEW COMMITTEE DECISION

FILE RC NO. 15

JOB AWARD - APPRENTICE SERVICEMAN CLASSIFICATION  
SAN JOAQUIN DIVISION

Subject of Grievance:

A grievance was presented on behalf of an employee classified as Apprentice Fitter who protested the Division's award of an Apprentice Gas Serviceman classification by reason of Section 205.14 of the Labor Agreement. This Section provides that in making appointments to vacancies in jobs involving personal contact by the employees with the public, Company shall consider the bids submitted by employees but Company may nevertheless make an appointment to such a vacancy on the basis of ability and personal qualifications. Union contended that the Division by applying Section 205.14 discriminated against the employee with greater Company seniority. Company contended that the senior employee did not have the personal qualifications for the public contact job and that the record indicated there was no discrimination involved.

Statement and Decision:

This grievance was filed before the execution of the Labor Agreement dated September 1, 1952, and therefore was not originally processed by the Local Investigating Committee later established by Section 102.3 of the present Agreement. Because of this fact when the matter was first considered by this Committee it was returned to the Division with a request that the Local Investigating Committee be given an opportunity to assemble more detail with respect to the reasons why the senior employee was not awarded the job in question. The Local Investigating Committee completed its study of the grievance and submitted a joint report which was transmitted to this Committee. Such report established that the Division did not discriminate against the senior employee and that ample reasons were brought out to justify making the job award under Section 205.14. The Review Committee therefore concurs with the Division's decision in this case.

FOR UNION:

Ray Michaels  
Don Grandstaff  
L. L. Mitchell

By: L. L. Mitchell

Dated: 3-20-53

FOR COMPANY:

H. F. Carr  
R. J. Tilson  
V. J. Thompson

By: V. J. Thompson

Dated: 3/13/53

3 Copies to Thompson -3/23/53

1 each to Michael & Grandstaff

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