

REVIEW COMMITTEE DECISION

FILE: R.C. NO. 26 - Demotion of Apprentice Lineman - San Jose Division
Employee - B. J. Gaffney

SUBJECT OF GRIEVANCE:

The subject employee, an Apprentice Lineman of approximately 4-1/2 months duration, was demoted to the classification of Temporary Laborer inasmuch as the Division considered his progress as an Apprentice Lineman was not satisfactory. Prior to his promotion to Apprentice Lineman, he had been classified as a Groundman at the top rate of pay. About six weeks after his demotion, the employee was reconsidered for line work and promoted from the classification of Temporary Laborer to the classification of Groundman at the beginning rate of the latter classification. Union claimed the Division action with respect to demotion was unjustified. The Division maintained that the employee did not have the qualifications to satisfactorily perform Apprentice Lineman duties.

STATEMENT AND DECISION:

The Committee finds in this case that the subject employee was not fully qualified to perform Apprentice Lineman duties and therefore his displacement from the Apprentice Lineman classification was justified. It is the Committee's belief however, that when the Division decided to reinstate the employee to the Groundman classification he should have been given the top rate of pay. The reason for this is that, at the time of his bid to Apprentice Lineman, had the employee been considered not qualified to perform Apprentice Lineman duties, he would have continued his training in the Groundman classification at the top rate of pay of such classification.

On the basis of the foregoing, the Committee decided that as of February 9, 1953, the date the employee was reinstated to the Groundman classification, he should be given the top rate of pay of such classification. Further, that inasmuch as the employee requires more training in the Groundman classification before he may be promoted to an Apprentice Lineman, he is not to be considered as qualified for an Apprentice Lineman job until October 1, 1953. On and after such date, should he bid on a posted Apprentice Lineman classification vacancy, his qualifications are to be determined in the usual manner at the time his bid is considered.

FOR UNION:

Ray Michaels
Don Grandstaff
L. L. Mitchell

By L. L. Mitchell Ma Kallis

Date: 7-10-53

FOR COMPANY:

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

By V. J. Thompson

Date: 6/26-53