

REVIEW COMMITTEE DECISION

R. C. FILE NO. 133 - SAN FRANCISCO DIVISION GRIEVANCE NO. 61

QUALIFICATIONS OF APPRENTICE LINEMAN - RONALD COX

SUBJECT OF GRIEVANCE:

The aggrieved employee was one of three Apprentice Linemen at the top rate of pay for the same length of time who bid on a Lineman job posted as vacant. He was not awarded the job because the Division considered that he needed more experience and training as an Apprentice. The Division's Local Investigating Committee conducted an investigation concerning the employee's qualifications but could not agree and, therefore, submitted separate recommendations to the Joint Grievance Committee.

STATEMENT AND DECISION

From the file submitted to the Review Committee with respect to this case, there is some evidence which indicates the Division properly bypassed the employee, although more details should have been supplied for clarification purposes. The Division's position is, therefore, upheld by this Committee.

Commenting on the local investigation of the grievance, it is noted that although the Union representative implied prejudice by stating, "There is evidence of friction and bad feeling" between the employee and his Foreman, the investigation did not go into such matter; also, although the Company member stated in his report that the aggrieved employee felt that he was bypassed because of breaking a four year accident prevention record for the crew, it was noted that the discussion with Supervisors concerning this point was carried on only by the Company member of the Committee. Apparently, the employee was never informed that Company did not consider that a record had been broken.

Both Union and Company members of the Review Committee believe that methods of investigation, as carried on by the Local Committees in the various Divisions, as well as the reports which such Committees file, should be improved so that matters such as those related here are fully clarified in the record which is referred to Review.

For Union:

Russell Stone, Jr.  
Paul Devlin  
Elmer B. Bushby

By

Elmer B. Bushby

Date

May 31, 1956

For Company:

R. D. Smith  
C. L. Yager  
V. J. Thompson

By

V. J. Thompson

Date

May 8, 1956

VJT:MMC