

REVIEW COMMITTEE DECISION

Review Committee File No. 316  
East Bay Division Grievance No. 196

Subject of Grievance

The grievance arose following the filling of a Line Subforeman job vacancy in Oakland. The employee concerned with this grievance is a Lineman in Oakland. In computing the grievant's classification seniority, the Division took into account only the grievant's Lineman seniority and, as a result, the grievant's qualifications to fill the vacant job were not given consideration. The record notes that had the grievant's seniority as a Troublemán been added to his Lineman seniority, he would have been entitled to be given preferential consideration ahead of the employee selected to fill the vacant classification.

The correction asked for by the grievant is that he be given preferential consideration to Job Vacancy 1:1781, East Bay Division, on the basis of seniority accrued in both the Lineman and Troublemán classifications.

Discussion

In reviewing the grievant's employment record, it is noted that he previously held a Line Subforeman classification in the same Division prior to his present bid. Looking back to the time that he was previously awarded a Subforeman vacancy, we are informed that he was given preferential consideration on the basis of seniority accrued in both the Lineman and Troublemán classifications. There is logic in computing seniority in such a manner, but at that time there was no contractual provision to accomplish it. Since this grievance, arose combining of Troublemán and Lineman classification seniority, for this purpose, has been agreed to by Company and Union.

Decision

In view of the foregoing, it is the decision of the Review Committee that, in this case, the grievant's classification seniority as a Lineman and a Troublemán should be combined for the purpose of considering his bid to Job Vacancy Number 1:1781, Line Subforeman, Oakland.

FOR UNION:

Kenneth Stevenson  
W. M. Fleming  
L. L. Mitchell

By L. L. Mitchell

Date Jan 22, 1962

FOR COMPANY:

E. F. Sibley  
C. L. Yager  
V. J. Thompson

By V. J. Thompson

Date January 17, 1962