

COPY

**INDUSTRIAL RELATIONS
741.5**

**Review Committee File No. 1120
San Jose Division L.I.C. Grievance No. 8-71-13
Bypass of Clerk B on Clerk A Vacancy**

January 30, 1974

**MR. L. H. CONNER, Company Member
San Jose Division
Local Investigating Committee**

**MR. O. OWEN, Union Member
San Jose Division
Local Investigating Committee**

The above-subject grievance has been discussed by the Review Committee and is being returned to the Local Investigating Committee for settlement in accordance with the following:

The Joint Statement of Facts indicates that the grievant's job performance raises doubts as to whether or not he should be promoted to a Clerk A position. Since the time of the grievance, it has come to the attention of the Review Committee that the grievant was, in fact, awarded a Clerk A position in the Electric Department, Cupertino, on September 4, 1973. After a discussion with the District Electric Superintendent, who outlined the responsibilities and standards of performance of the position, the grievant asked to be returned to his former Clerk B position and on September 7, 1973, submitted a statement to that effect to A. M. Kezer, Personnel Manager, San Jose Division.

Although this additional information is largely irrelevant to the grievance at issue, it does reflect on the grievant's general lack of initiative. It is the opinion of the Review Committee that, based upon the record submitted to us, the grievant was given adequate consideration under the terms of Section 18.13; and the Division had reasons based upon the demands of the job and the grievant's personal qualifications for rejecting his bid. The bypass of April 5, 1971, will stand. This case is considered closed and should be so noted.

L. V. BROWN

**L. V. BROWN, Chairman
Review Committee**

DJBergman:mt

Attachment

cc: VHLind

IWBonbright

JAFairchild

FMatthew

Personnel Managers

LN Foss, IBEW