

REVIEW COMMITTEE DECISION

Review Committee File No. 1130
San Joaquin Division L.I.C. Grievance No. 25-71-7

Subject of the Grievance

The grievance concerns the classification seniority of Mr. J. Gee, an Electrician, postbidding as a 205.7(c) bidder to an Electrician vacancy at Balch Powerhouse.

Discussion

The grievant had been placed in a vacant Apprentice Electrician position on a temporary basis subject to bid on May 1, 1964. He was subsequently the successful bidder and confirmed in the position on June 22, 1964. He thereby was credited with classification seniority for promotional purposes as of May 1, 1964, the date he was placed as an Apprentice Electrician.

Mr. R. H. Bugg, the successful bidder, became an Apprentice Electrician on April 27, 1964.

Decision

During the discussion, Union and Company members agreed that prior understanding has always been that an employee, while working in a classification temporarily, does not accrue seniority in such classification for promotion purposes except when an employee is placed into a vacant position on a temporary basis, subject to bid, and he is the successful bidder on that particular vacancy. This understanding is supported by past written agreements to this effect between Company and Union. Since 1967, the practice of upgrading subject to bid has been discontinued.

Since Mr. Bugg has greater classification seniority even after Mr. Gee is credited with the temporary subject to bid time, under provisions of Section 205.9, the award is proper.

Also, the fact that Mr. Bugg had gained an Apprentice Electrician position ahead of the grievant, and nothing has occurred to change this sequence, Mr. Bugg should retain this bidding preference.

FOR UNION:

W. H. Burr
E. R. Sheldon
L. N. Foss

By s/L. N. Foss

Date July 18, 1972

FOR COMPANY:

J. A. Fairchild
H. J. Stefanetti
L. V. Brown

By s/L. V. Brown

Date July 18, 1972