



**Florida  
Power**  
CORPORATION

June 8, 1990

RE: 90-02-0123/0124  
Tuten/Desmore

William A. Sapp, Business Manager  
System Council U-8, IBEW  
2518 - 34th Street South  
St. Petersburg, FL 33711

Dear Mr. Sapp:

The above referenced Transmission Construction grievances were combined and held concurrently at Lake Tarpon Substation on May 30, 1990.

Background: Two Lineman positions on System Transmission Construction were posted on PN 90.16. The three senior applicants were not selected due to the fact that they already held the same position for which they bid; Lineman, System Transmission Construction. The employees bid the positions because the vacancies were on other crews, to which they desired to transfer for different reasons.

The Union explained that employees had previously been allowed to transfer between crews without resorting to the formal bid procedure. They complained that the informal transfers were recently prohibited in addition to the fact that the employees were denied the posted vacancies.

Management explained that Transmission Construction positions are posted by neither crew location nor Foreman. The posted location is System. Employees in these positions may be assigned to any one of the traveling crews. In the instant case, the employees bid positions which they already hold in the same posted location. Therefore, even if they were awarded the disputed positions, it would have no effect on their crew assignment. However, Management did agree to evaluate informal requests for crew to crew transfer on an individual basis.

To the extent that the employees are not awarded the posted vacancies, the grievances are denied.

Sincerely,

*R. S. Dean*

R. S. Dean  
Industrial Relations

cc: R. L. Irwin	L. D. Schweitzer	P. T. White
M. H. Phillips	C. P. Harris	R. S. Seifried
P. C. Henry	A. J. Tuten	E. A. Mobsby
D. M. Thornton	W. T. Dunn	