

**CASE CLOSED  
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13.4 C  
**RECEIVED SEP 16 1981**

V. P. & COMPTROLLER'S DEPARTMENT 1921-81-110  
FACT FINDING COMMITTEE MEMORANDUM OF DISPOSITION - CASE NO. [REDACTED]  
LOCAL INVESTIGATING COMMITTEE CASE NO. 22-199-81-12

The Fact Finding Committee comprised of Messrs. R. Stalcup, Assistant Business Manager, Local Union 1245, IBEW; D. Fortier, Union Business Representative; P. Pettigrew, Industrial Relations Representative; and K. Savelich, Personnel Representative, met on June 11, 1981 to discuss the grievance.

The Committee reviewed the Joint Statement of Facts and determined they were accurate. By mutual agreement, the parties have agreed to distribute this decision system-wide.

The grievant in this case is an Accounting Clerk and was receiving the top rate of pay of \$342.60 (1979 rate). When she was upgraded to Senior Accounting Clerk I, she received a rate of pay of \$352.55 (1979 rate), which was the six-month step. Effective, December 1, 1979, because changes in wage structure were made in General Negotiations, the top rate of the grievant's classification became \$391.65. Additionally, the Senior Accounting Clerk I classification rates changed and the six-month step of the classification increased to \$386.10, which was lower than what the grievant was receiving in her base classification. The grievant, when upgraded after December 1, 1979, was, therefore, placed at the one-year step of the Senior Accounting Clerk I classification, \$396.90 per week, per Section 13.4(a) of the Clerical Agreement. The hours that she had previously accumulated at the six-month step of the Senior Accounting Clerk I classification, however, were eliminated and not counted as time toward her next progressive wage step, which would be the 18-month step.

After much discussion of this case, it was agreed that when an employee receives an increase in base salary which equals or exceeds the rate such employee was previously receiving based on temporary upgrade time, the employee would receive the next higher wage step in the higher classification per Section 13.4(a). In moving to this next higher step in the higher classification, however, the hours previously accumulated towards that step by working in such higher classification would be eliminated. The employee will then begin to accumulate hours at the new wage step of the higher classification for further progression.

On this basis, this case is considered closed.

FOR UNION

FOR COMPANY

Roger Stalcup  
ROGER STALCUP  
Assistant Business Manager

Concur/Dissent

Paul Pettigrew  
PAUL PETTIGREW  
Industrial Relations Representative

Concur/Dissent

Date 8-26-81

Date 7-11-81

Dorothy Fortier  
DOROTHY FORTIER  
Business Representative

Concur/Dissent

Karen L. Savelich  
KAREN L. SAVELICH  
Personnel Representative

Concur/Dissent

Date 8-31-81

Date July 8, 1981