



REVIEW COMMITTEE

13.3(c) -Appropriate classification for Utility Machine Operators who are rotated to non-machine operator duties.



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APR 22 1991

INTERNATIONAL BROTHERHOOD OF
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R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

**CASE CLOSED
LOGGED AND FILED**

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

RECEIVED APR 19 1991

G.O. - Financial & Accounting Services Grievance No. 46-117-89-33
P-RC 1476

April 18, 1991

STORME SMITHERS, Company Member
Financial & Accounting Services
Local Investigating Committee

KATHY MAAS, Union Member
Financial & Accounting Services
Local Investigating Committee

Subject of the Grievance

This case concerns an allegation that certain Utility Machine Operators are improperly classified and should be classified as Utility Clerks.

Facts of the Case

The Payment Processing Center was established in 1977. Since that time or shortly thereafter the entry level classification in the Center has been Utility Machine Operator. The Payment Processing Center consists of three units: Operations, Banking, and Research. The Operations unit reads bill stubs and checks by sending through payment processing machines. The Research unit investigates and resolves exceptions. The Banking unit prepares cash receipts for bank deposit and manually prepares some mail for processing. The overall function of the three units has remained unchanged since the inception of the Payment Processing Center.

In 1985, a Bonus Achievement Plan (BAP) was negotiated for the Operations unit. The BAP agreement includes a job rotation system for Utility Machine Operators to allow them to get off the machines periodically.

April 18, 1991

Discussion

The Committee noted that the Utility Machine Operator classification has been in existence since approximately 1977 in the Payment Processing Center and the work of the classification has remained essentially unchanged. Utility Machine Operators have historically performed non-machine clerical work and such work was clearly recognized by the parties in the 1985 BAP agreement. A reclassification of employees in the Utility Machine Operator classification would need to be agreed to by the parties and no such agreement is evident in this case.

Settlement

This case is closed without adjustment and such closure should be noted by the Local Investigating Committee.



DAVID J. BERGMAN, Chairman
Review Committee



ROGER W. STALCUP, Secretary
Review Committee

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