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REVIEW COMMITTEE DECISION

**FILE: R.C. No. 2 - General Construction Department Grievance No. 188
and 203 - Rate of Pay for Classification of Pipe Wrapper**

SUBJECT OF GRIEVANCE:

Company and Union disagreed with respect to the application of the wage range for the Pipe Wrapper classification in the General Construction Department. Company reasoned that the application in effect had, along with other wage practices, been approved by verbal understanding reached in negotiations with Union prior to the year 1952. The other items included the application of the wage rate for the Truck Driver classification, the policy of granting merit increases within a wage range and the use of dual rates in the Department.

STATEMENT AND DECISION:

These grievances were originally referred by Union for hearing before the Personnel Manager. Later Company and Union agreed that in lieu of a hearing the Review Committee procedure established under Title 102 of the agreement, dated September 1, 1952, would apply. The grievances were discussed by the Review Committee on December 9 and 16, 1952 and the following decision reached:

It is the belief of the Committee that inasmuch as the wage practices referred to have been in effect over a period of time, it is reasonable to conclude that the manner and extent of their use must have been the subject of collective bargaining in the past. For record purposes it is therefore recommended that Company and Union execute a formal Letter of Agreement incorporating therein the verbal understanding previously reached by the parties with respect to all of the listed wage practices involved.

FOR UNION:

Ray Michaels
Don Grandstaff
L. L. Mitchell

By: /s/ L. L. Mitchell
Date: 1/5/53

FOR COMPANY:

H. F. Carr
R. J. Tilson
V. J. Thompson

By: /s/ V. J. Thompson
Date: 12/29/52