

REVIEW COMMITTEE DECISION

R. C. FILE NO. 38 - STATUS OF FIELD CLERK-CHARLES T. WHITE
GENERAL CONSTRUCTION DEPARTMENT

SUBJECT OF GRIEVANCE:

The subject employee, a Field Clerk, Routine, was assigned to a job which Union claimed should have been performed by Field Clerk, First (there are no job definitions for the Field Clerk classifications in the General Construction Department).

The Union filed a grievance on behalf of the employee, claiming that compensation should have been paid at the rate of the higher classification under the provisions of Section 304.2 of the Agreement. The Department replied that temporary upgrading was impracticable within the Field Clerk, Routine and First classifications, inasmuch as the work load and responsibilities may vary considerably on a particular job from time to time, also from one job to another. The Department further maintained that temporary changes in classifications would tend to disturb the present stability of the respective Field Clerk classifications.

STATEMENT AND DECISION:

It has been established that the policy of the General Construction Department with respect to the advancement of Field Clerks is that a Field Clerk, Routine advances to a Field Clerk, First classification six months after having reached the top of the wage rate of Field Clerk, Routine unless there is a showing of lack of qualifications in connection with performance of work and acceptance of responsibility. This type of advancement is undertaken in order that such Field Clerks may, through training and experience, become qualified to handle various types of construction clerical work and job responsibilities. It allows flexibility of job assignments on the basis of the employee's qualifications and provides stability in the Field Clerk classification inasmuch as once the employee is promoted to Field Clerk, First he remains in such classification although he may be assigned to Field Clerk, Routine duties.

Since such a policy is beneficial to the employee because it provides advancement without the necessity of waiting for a vacancy to open in the higher classification of Field Clerk, First and to the Department because it provides flexibility in field clerical assignments, this Committee believes that it is not desirable to make a change which would upset the stability which the present policy creates.

The Department's position in this grievance is, therefore, upheld.

For Union:

Ray Michaels
Leonard Gehringer
L. L. Mitchell

By L. L. Mitchell

Date OCT. 26, 1953

For Company:

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

By V. J. Thompson

Date October 21, 1953