

REVIEW COMMITTEE DECISION

R. C. File No. 48 - San Joaquin Division - Grievance No. 95 -
Rescheduling of Employees in the Meter Shop for
Training as Chartman in the Service Department.

Subject of Grievance

Employees in the Apprentice Meter Repairman classification in the Gas Meter Shop at Fresno were rescheduled to work Saturdays and Sundays as work days and take two other days in the week as their non-work days. The purpose of the rescheduling was to give such employees training in the duties of the Chartman classification and enable them to learn the Chartman's route for Saturdays and Sundays. Under usual conditions, it would not have been necessary to train Apprentice Meter Repairmen for this work, but none of the Apprentice Servicemen who are in the next lower classification were interested in the Chartman job. The Apprentice Meter Repairmen expressed an interest in learning the Chartman duties to qualify them for advancement. They agreed to a change in their basic work week schedule for such reason. The Union contended that a change in schedule as outlined should not have been made without changing the employees' classifications, and that the employees involved are entitled to compensation at the overtime rate for the work which they performed in the Chartman classification on their normally scheduled regular days off. The Division argued that the Contract Sections 202.6, 202.7, and 208.19 provided for the change in schedule as made.

Statement and Decision

There are several points which were discussed in the review of this grievance.

The Committee is of the opinion that the Division's argument justifying its action, that is, by reliance on Contract Sections 202.6, 202.7, and 208.19 is not sound. There is no Contract provision which either specifically provides for the transferring of non-service employees to service employee classifications or which prohibits the Division from making such transfers provided the contract is followed in other respects. Sections 202.6 and 202.7 define shift and service employees, but they do not provide for rescheduling of day employees to service work. Section 208.19 provides for the method of compensation when an employee other than a shift employee is transferred to a shift schedule.

This Committee discussed the normal line of progression of an Apprentice Serviceman to the next higher classification of Chartman. Such a progression has been established because the Apprentice Serviceman classification and the Chartman classification are both in the service group (refer to Contract Exhibit IV - Classification of Service Employees - Gas Department) and are related to the extent that work performed in the Apprentice Serviceman classifi-

cation provides training for the Chartman job. Recognition of this progression furthermore gives an Apprentice Serviceman prior rights over other classifications in the consideration of bids which are submitted when vacancies are posted in the Chartman classification. This Committee considers it unusual that Apprentice Servicemen should declare themselves not being interested in accepting a Chartman job. However, it is clear that for temporary periods the Division has the right and is expected to upgrade eligible employees in the normal line of progression into vacancies which occur (Section 205.3). The Division may also upgrade in emergencies. The need to train Apprentice Meter Repairmen for Chartman duties therefore does not appear to exist in the absence of filling a posted vacancy when bids have not been received from employees who are trained to perform the duties of Chartman.

The Company has on many occasions temporarily transferred or upgraded non-service employees to service classifications. Such changes in the classifications of employees are not prohibited by the Agreement. In this case, however, a temporary transfer of the employees was not affected. They were told only to exchange their regular work days with the regular non-work days for the purpose of learning the Chartman route for Saturday and Sunday. Under such circumstances they are entitled to pay at the overtime rate for the work which they performed on their regular non-work days.

For Union:

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