

REVIEW COMMITTEE DECISION

R. C. File No. 58, Drum Division Grievance -
Occupancy of Company Cottage at Drum Power House

Subject of Grievance:

At the Drum Power House the Company provides cottages which are rented to First Operators. This is a convenient arrangement for such employees, which gives them a place to live near the job site. Drum Power House is situated in a somewhat remote location.

One of the First Operators informed his supervisor that he intended to move out of the Company cottage in which he and his family were living and establish residence at another location, but that he desired to continue his work at the Drum Power House. He filed a grievance when he was told that the Company expected him to live in the cottage provided for the employees in his classification.

Statement and Decision:

The problem presented by this grievance may arise at any location where Company cottages are provided and maintained for employee occupancy. The solution in each case may vary. Generally, the Company expects that when it goes to the expense of constructing cottages for employee occupancy, the employees in the classifications for whom the cottages are reserved will recognize the advantages offered and reside in a Company cottage. Occupancy of Company cottages which have been constructed for such purpose is not considered to be a condition of employment, but it may readily be seen that there would be no incentive for the Company to build and provide cottages in remote locations if employees do not elect to live in them.

In cases where an employee decides that he will not reside in a cottage which the Company has reserved for him, he will nevertheless be held responsible for regular job attendance throughout the year notwithstanding that adverse weather conditions prevail or road conditions may not be suitable for travel.

For Union:

Ray Michaels
Leonard Gehringer
Elmer B. Bushby

By Elmer B. Bushby
mbw

Date 3/15/54

For Company:

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

By [Signature]

Date 3/11/54