

**REVIEW COMMITTEE DECISION**  
**R.C. FILE NO. 105 - SAN FRANCISCO DIVISION GRIEVANCE NO. 51**  
**CLASSIFICATION OF EMPLOYEE TEMPORARILY UPGRADED**  
**FOR THE PURPOSE OF DELIVERING MAIL BETWEEN STEAM**  
**PLANTS AND OTHER LOCATIONS - HARRY REICH, HELPER**

**SUBJECT OF GRIEVANCE:**

This grievance concerns the classification assigned to an employee who drove a passenger automobile for the purpose of delivering mail between steam plants and other locations in the San Francisco Division. The duty was of a temporary nature and the time involved was during the period October 25, 1954 to December 15, 1954. The Union maintained that the classification of Truck Driver Light should have been used. The Division said such classification was not applicable because the employee did not drive a truck. The employee performed the duty under his regular classification of Helper. Wage rates of the respective classifications are:

<u>Helper</u>		<u>Truck Driver Light</u>	
Start	71.50 - <del>\$69.75</del> /week	Start	<del>\$76.60</del> /week 78.55
End Six Months	72.90 - <del>\$71.10</del> /week	End Six Months	<del>\$79.30</del> /week 81.30
End One Year	75.78 - <del>\$73.90</del> /week		

**STATEMENT AND DECISION:**

The facts relating to this grievance indicate that employees who perform the particular duty before the Helper was temporarily given the job were classified as Truck Drivers Light. These employees drove trucks and the delivery of mail was incidental to their jobs of transporting men and material. Since December 15, 1954 the job of delivering mail has been performed by a Clerk "D". The maximum rate for a Clerk "D" is \$76.55. 78.55

Several arguments have been advanced by the respective members of the Review Committee to justify the position taken by the Company and Union at the local level but no mutual decision has been reached which will decide the case on its merits. Both parties agree that the incident which was the source of the grievance was of short duration and that the arrangement the Division is now using for mail delivery has eliminated the probability of a recurrence of the dispute. For this reason the Committee has decided that the Grievance should be settled without prejudice to either party by compensating Harry Reich at the Truck Driver Light Rate of ~~\$76.60~~ a week for six hours a day (average time utilized in mail delivery) during the interval between October 25, 1954 and December 15, 1954, for each day on which he performed the temporary duty.

FOR UNION:

PAUL DEVLIN  
 RUSSEL STONE, JR.  
 ELMER B. BUSHBY

By

*Elmer B. Bushby*

Date

2-21-1956

FOR COMPANY:

R. D. SMITH  
 C. L. YAGER  
 W. J. THOMPSON

By

*R. D. Smith*

Date

February 15, 1956

VJT:MA

Note - Phone Call - V.J.T. to E.B.B. 3/14/56 advising that parties overlooked error in wage rates for Helper & Tr. Driver, Lt. - Agreed to change by ink.