

REVIEW COMMITTEE DECISION

R. C. File No. 144

San Joaquin Division Grievance No. 128 - Overtime for Standby

Subject of Grievance:

The Assistant General Foreman telephoned a Subforeman at 1:00 a.m. and directed him to report for emergency work. The Subforeman in turn telephoned the Lineman and made arrangements with him to go out on the job. However, before the Subforeman left home he received a second call asking him to standby. He relayed these instructions to the Lineman. At approximately 1:15 a.m. the Subforeman was notified that the trouble had cleared and he so informed the Lineman. The employees claim they are each entitled to a minimum of two hours overtime compensation under the provisions of Sections 208.6 and 208.8 of the Labor Agreement. The Division maintains that no work time was involved, therefore the employees are not entitled to any pay.

Statement and Decision:

The facts of this case indicate that both the Subforeman and the Lineman were ordered to standby for a period of time preceding 1:15 a.m., when they were notified that the trouble had cleared. In a recent Labor Agreement Interpretation dated January 23, 1957, Company and Union have stated that standby is considered as time worked. Employees involved in this case are therefore entitled to overtime pay for the period of time they were required to standby. The two hour minimum overtime pay provision is not applicable because the employees were not required to report on the job. (See Labor Agreement Interpretation dated January 24, 1957.)

FOR UNION:

Russell Stone, Jr.  
Paul Devlin  
L. L. Mitchell

By L. L. Mitchell

Date Apr. 3, 1957

FOR COMPANY:

E. F. Sibley  
C. L. Yager  
V. J. Thompson

By V. J. Thompson

Date April 2, 1957