

REVIEW COMMITTEE DECISION

R. C. File Number 164

Stores Division Grievance No. 1

Subject of Grievance:

On July 8, 1957, a 4:00 p.m. to midnight pipe-wrapping shift was temporarily established at the Decoto Pipe Yard in order to supply a demand for 12-inch wrapped pipe required for the gas line construction job between Corning and Eureka. Twelve employees were placed on such shift. The Union claimed that labor Agreement Section 202.16, which provides for changing regular hours of work by mutual agreement between Company and Union, should have been utilized to establish the new shift. The Department stated that it had established the shift under Section 202.15 on the same basis as had been done on a previous occasion in the year 1955. Section 202.15 provides that Company may establish hours of work at other than regular hours for certain employees, including warehouse employees assigned to work which cannot conveniently and practicably be performed during regular work hours. A question was also posed as to whether or not the new shift could be established under Section 202.17, which provides that employees may be scheduled to work for periods of eight hours at other than their regular work hours in situations where there is an emergency condition involving the maintenance, construction or repair of plant or station equipment.

Statement and Decision:

In reviewing the background of the meaning and intent of the various labor Agreement Sections to which reference has been made, this Committee has decided that Section 202.16 should have been followed in order to change the hours of work and establish the new shift at Decoto Pipe Yard. However, since the arrangements, as made, were the same as those followed under similar circumstances in the year 1955, it is conceivable that a misunderstanding existed between Company and Union with respect to the action taken in this case. The grievance as presented is therefore denied, but in the future if it becomes necessary to establish a new pipe-wrapping shift at Decoto Pipe Yard the parties should utilize Section 202.16 of the labor Agreement in order to effect a change of hours.

It is this Committee's opinion that Section 202.15 was not applicable because the warehouse employees to which reference is made therein means employees engaged in the functional duties of a warehouse as distinguished from the pipe-wrapping group who, although employed in the Stores Division, performed work of a different character than that performed by the warehouse group. Also, Section 202.17 was not applicable because the new work period was not established as a result of an emergency condition involving the maintenance, construction or repair of plant or station equipment.

FOR UNION

Robert D. Bevers  
Kenneth Stevenson  
L. L. Mitchell

By L. L. Mitchell

Date February 11, 1958

FOR COMPANY

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

By V. J. Thompson

Date February 1, 1958