

REVIEW COMMITTEE DECISION

R. C. File No. 167, San Jose Division Grievance No. 13

Subject of Grievance:

The Union claims that the duties performed by Senior Service Operators at San Jose and at Redwood City are the same type of duties as performed by a Division Operator. It further claims that the Santa Cruz Substation Operators are performing the same duties as the San Jose and Redwood City Service Operators. Union requests that the employees in these classifications be compensated at a wage rate comparable to that of a Division Operator.

The Division contends that Division Operator pay is not justified for the Senior Service Operators at San Jose and Redwood City because such Operators perform switching only for the District in which they are located and that only a portion of their time is spent in such work. The further claim is made that the switching duties performed fall within the wage rate of the Senior Service Operator classification. With respect to the Santa Cruz Substation Operators, the Division states that they are doing work normally performed in a Substation Operator classification and are paid accordingly.

Statement and Decision

The job definitions and lines of progression for Senior Service Operators in San Jose Division, and elsewhere on the Company's system, are now in the process of being reviewed by Company and Union. Under the circumstances, it would be premature for this Committee to reach a decision concerning the questions posed by this grievance. However, since the grievance was no doubt filed to hasten the correction of what is considered to be an inappropriate assignment of duties under present classification definitions, we believe the respective parties should give consideration to any prolonged delay in reaching a settlement and the establishing of an effective date for any agreed changes.

FOR UNION

Robert D. Bevers  
Kenneth Stevenson  
L. L. Mitchell

By L. L. Mitchell

Date 4/8/58

FOR COMPANY

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

By [Signature]

Date 4-3-58

THREE COPIES GIVEN TO THE COMPANY AT REVIEW COMMITTEE MEETING ON 4/8/58

COPY TO BEVERS AND STEVENSON