

REVIEW COMMITTEE DECISION

Review Committee File Number 179  
General Construction Department Grievance Number 247

Subject of Grievance:

The grievant, and <sup>(L.M.)</sup> Apprentice Electrician in the Station Division, presented a list showing the date, the location and the work performed by him over a period, commencing July 12, 1956 and ending August 13, 1958. He claimed the duties performed over such period entitled him to the wage rate of an Electrical Technician, whereas, he had been paid at the wage rate established for an Apprentice Electrician. In the Joint Grievance Committee, after a careful review of the facts, the Department indicated that an adjustment in the grievant's classification was in order and offered to pay him as an Electrician after March 5, 1957, for the duties in dispute. The Department maintained, however, that the grievant's work and experience were limited to the installation and maintenance of mobile radios - a single minor phase of the qualifications required of a Technician, although work which was within the scope of duties performed by an Electrician.

Statement and Decision:

After reviewing the procedure followed in the General Construction Department with respect to the use of Apprentices, Electricians and Technicians engaged in communication work, this Committee is in accord that the settlement offered at the Joint Grievance Committee level constitutes a fair adjustment of this grievance.

In the discussions of the case at the Review Committee level it was further agreed that considerable difficulty is encountered in reaching a decision as to where to draw the line between an Electrician's job and a Technician's job when both are engaged in communication work. For this reason, it is recommended that Company and Union endeavor, through the Industrial Relations Department, to set up further standards which would be of assistance in distinguishing one job from another.

FOR UNION:

Kenneth Stevenson  
Robert D. Bevers  
L. L. Mitchell

By L. L. Mitchell

Date Apr 27, 1959

FOR COMPANY:

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

By V. J. Thompson

Date April 15, 1959