

REVIEW COMMITTEE DECISION

Review Committee File Number 182  
General Construction Department Grievance Number 249

Subject of Grievance:

Four employees reported for work at job headquarters at 8:00 a.m. The weather was stormy and the foreman kept the employees at headquarters until 12:00 noon when they were released for the day. They were paid for four hours. Later in the day the employees were called from their homes at approximately 4:00 p.m. They were paid for one-half hour at the straight time rate from 4:00 to 4:30 p.m., and for subsequent time worked that day at the overtime rate. A grievance was filed in which it was claimed that under Contract Section 303.3, the employees should be further compensated at the straight time rate between the hours of 12:30 p.m. and 4:00 p.m. on the day in question. The Department contended Section 303.3 was not applicable because the employees did not work more than four hours before they were released.

Statement and Decision:

Section 303.3 of the Labor Agreement, the meaning of which is in dispute in this case, reads as follows:

303.3 If a regular employee after working more than four (4) hours on a day in his basic workweek is prevented from continuing work for the remainder of such day because of inclement weather he shall be paid eight (8) hours compensation for such day at the rate of pay which would have been payable had he worked the full day.

The members of this Committee find that Section 303.3 was applied in accordance with the literal construction of the contract language. The employees involved did not work more than four hours before being dismissed for the day; therefore, the grievance is denied.

FOR UNION:

Kenneth Stevenson  
W. M. Fleming  
L. L. Mitchell

By L. L. Mitchell

Date 3/8/60

FOR COMPANY:

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

By [Signature]

Date 3-3-60