

REVIEW COMMITTEE DECISION

Review Committee File Number 244
North Bay Division Grievance Number 19

Subject of Grievance

The grievant, a Commercial Department employee of the North Bay Division, is classified as a Meter Reader/Collector, dual rate, at Ukiah. A review of the grievant's duties indicates that he regularly performs both meter reading and special collection work. In looking at the record it appears that he is assigned to meter reading work at least fifty-five per cent of the time and the remaining forty-five per cent of the month is spent collecting. As he has been performing Collector's duties on a regularly scheduled basis, the Union contends that he should be classified and paid as a Collector and Meter Reader.

Statement and Decision

The facts set forth above denote that the employee regularly spends not more than forty-five per cent of his time in collection work.

In reaching a decision, the Committee found it necessary to review the history preceding the establishment of the Collector and Meter Reader classification. It was found that when the classification was a part of the physical group the job definition provided that a Collector and Meter Reader was an employee who combined the duties of a Meter Reader and a Collector and spent more than fifty per cent of his time in special collection work. In this instance he was paid as a Collector even though the remainder of his time was spent in meter reading. Conversely, however, the definition was quite specific in the case of an employee who regularly spends less than fifty per cent of his time in special collecting; if this was the case the employee was paid for the time actually spent in either class of work.

Since subsequent negotiations have not changed this definition, it must still be given effect.

FOR UNION:

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

By L. L. Mitchell

Date 2/17/61

FOR COMPANY:

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

By V. J. Thompson

Date February 16, 1961

COLLECTOR AND METER READER

An employee who combines the duties of Collector and Meter Reader. When engaged for more than 50% of the time in special collecting he shall be paid the wage rate established for the Collector and Meter Reader classification. When engaged in special collecting which requires 50% or less of his time he shall be paid the wage rate established for collector for all time spent in special collecting and he shall be paid the wage rate established for Meter Reader for all time spent reading meters.