

REVIEW COMMITTEE DECISION

Review Committee File Number 275  
Central Customer Accounts Grievances Numbers 9 and 10

Subject of Grievance

On September 27, 1960 the employee concerned in this Grievance, a Machine Operator B, was informed by the Supervisor of the Domestic and Customer Accounts Bureau that her merit increase, due on October 9, 1960, would be deferred for disciplinary reasons. This action followed a discussion with the employee concerning her attitude and conduct in the performance of her duties. She was further informed that her merit increase would be withheld until she met all the requirements of a satisfactory employee. The record notes that the employee has the ability to operate an IBM machine in a satisfactory manner when she applies herself.

The employee's payroll record indicates that on November 9, 1960 the Department granted the merit increase which was previously withheld. In the meantime two employees in the Machine Operator B classification, both having less seniority than the employee concerned in this grievance, were promoted on October 31 and November 3, 1960 to Machine Operator A classifications. On November 21, 1960 the Department promoted the grievant to Machine Operator A.

Statement and Decision

The Agreement, Section 13.8 provides that an employee's progress shall be reviewed every six months after the date the employee has been regularly assigned to a wage range classification. It also provides that if the Department Head determines that the employee has meritoriously performed her work in the preceding interval, the employee shall be given a wage increase of not less than 2½% of the employee's current rate until the maximum of the classification is reached. Thus, if the employee's work performance has been considered meritorious, the increase must be given in accordance with the Agreement.

In this case the employee's supervisors stated that the merit increase was being withheld as a disciplinary measure. This does not have the support of the Review Committee. Nevertheless, in view of the employee's conduct under the circumstances in this grievance, the employee's loss of pay during the interval preceding her promotion to Machine Operator A shall not be restored. She shall however be considered to have been assigned a Machine Operator A classification on October 30, 1960.

FOR UNION:

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

By

L. L. Mitchell

Date

June 19, 1961

FOR COMPANY:

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

By

V. J. Thompson

Date

June 14, 1961