

REVIEW COMMITTEE DECISION

Review Committee File Number 282  
General Office Grievances Numbers 12 & 13

Facts of the Grievance

A difference as to the application of the Clerical Agreement, as it relates to wages and review dates for merit increases, arose when three employees of the Central Customers' Accounts Department were promoted to higher classifications but did not receive an increase in pay. In each of the instances the employees were at the top of their rates of pay in the next lower classification. In the opinion of the Department, as they had not served six months at this rate of pay, they were not entitled to be considered for a 2½ % increase at the time they were promoted to the higher classification. Union opined that it is an established past practice of this Department to grant a 2½% increase when the employees are at the top of the rate of pay of a lower classification and receive a promotion to the next higher classification.

Discussion

A strict interpretation of Section 13.8 would require that the employees work in the new classification, meritoriously, for six months before they would become eligible for consideration for a 2½% increase in pay. The question which concerns the Review Committee then is the incompatibility of this strict interpretation and Section 13.5 of the Clerical Agreement. The latter section provides that these same employees would have received a 2½% increase during the period of a temporary upgrade to their new classification.

Decision

In this case, even though the Clerical Agreement is silent as to the granting of a 2½% increase to employees upon their promotion to a higher classification, where the employees are at the top rate of pay of the next lower classification, it would be illogical to hold that these employees should receive an increase for a temporary assignment but not when they have been regularly assigned. It is the decision of the Review Committee therefore, that these employees are entitled to a 2½% increase on the date of their promotion to the higher classification.

FOR UNION:

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

By \_\_\_\_\_

Date \_\_\_\_\_

FOR COMPANY:

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

By  \_\_\_\_\_

Date August 10, 1961