

REVIEW COMMITTEE DECISION

Review Committee File No. 284
Drum Division Grievance No. 3807

Facts of the Grievance

This grievance concerns the application of Section 208.14 to employees in the Electric Overhead Department at Auburn. These employees were notified that they were to report to their headquarters at midnight to perform prearranged work on Monday, March 6, 1961. The employees were called on Sunday evening, March 5, between 6:00 and 9:00 p.m., and informed that the work had been cancelled due to a rainstorm. Their request for payment of two hours minimum pay, at the overtime rate, was denied.

Discussion

The point to be decided in this Grievance is whether the reporting time was on a work day or a non-work day. Under the facts in this case, the reporting time was coincidental with the end of one day and the start of another. To decide the issue, the Review Committee applied the circumstances of this case to the situation which could occur on a Friday. The Committee is of the opinion that reporting for work at 12 midnight on a Friday would be reporting for work on a non-work day. If such work was cancelled less than 19 hours before they were to report for work, the employees would be entitled to the two hours minimum pay at the overtime rate.

On the other hand, it is our opinion that reporting to work at 12 midnight on Sunday is reporting to work on a work day, and where such work is cancelled the provisions of Section 208.14 do not apply.

Decision

In view of the foregoing, as the employees were instructed to report for pre-arranged work on a regular workday (Monday), and as the work was cancelled before they reported to work there was no requirement to give 19 hours' notice, they are not entitled to the two hour minimum provided by Section 208.14.

FOR UNION:

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

By

L. L. Mitchell

Date

Oct 16, 1961

FOR COMPANY:

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

By

V. J. Thompson

Date

October 12, 1961