

REVIEW COMMITTEE DECISION

Review Committee File Number 292  
North Bay Division Grievance Number 22

Discussion of the Grievance

The record submitted to the Review Committee notes that a Mechanic/Operator at the Geysers Power Plant was assigned various work to be performed on a machine lathe. In addition, the employee was assigned other work requiring welding. For example, the employee smoothed the shaft of a pump which had been scored at the point where it entered the packing gland; welded and surfaced 1" globe valves; fabricated and machined parts to be used in the construction of a boom used to pull the screens on a cooling tower. In the course of performing the assignments, the employee spent between two hours and eight hours a day on the lathe.

The job definition of the Mechanic/Operator provides that in addition to performing operating duties he may perform general maintenance work requiring moderate skill. In making the assignments described above, the employee's supervisor was of the opinion that the lathe work fell within his job definition in that it required only moderate skill, as the work did not require close tolerances.

Decision

The description of the work performed by the employee does not appear, to this Committee, to be general maintenance requiring only moderate skill. Therefore, when the employee is assigned such work he shall be upgraded as provided in the Agreement to the appropriate classification. Further, in settlement of this grievance, the employee will be entitled to the difference in pay between his regular classification and that of a Machinist or Welder for all such past assignments, in excess of two hours on any given workday, from the date the grievance was filed, January 10, 1961.

FOR UNION:

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

By           L L M          

Date           8/21/61          

FOR COMPANY:

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By           V J Thompson          

Date           August 16, 1961