

REVIEW COMMITTEE DECISION

Review Committee File No. 296
Coast Valleys Division Grievance No. 201

Subject of Grievance

A grievance was filed by a Service Operator First in Santa Maria requesting that he be reclassified to a Senior Service Operator. As a basis for his request, the employee states that he is performing work defined for the Senior Service Operator.

Discussion

The job definition of the Senior Service Operator provides that "He is an employee who receives and dispatches operation tags to service employees in the field In addition, he may be required to perform clerical work." The job definition for the Service Operator First states that he is "An employee who receives and dispatches operation tags to service employees in the field, may be required to do clerical work. At locations where it is necessary regularly to assign other nonservice dispatching duties to him in order to utilize his full working time, the Service Operator may work alone."

Looking to the facts of this grievance, it is noted that a portion of the employee's workday is not devoted to service dispatching or related work. In view of this, he is regularly assigned to other nonservice dispatching duties in order to fill out the remainder of his workday.

Decision

The work assigned to this employee is within the definition of a Service Operator First and the grievant is properly classified.

The Review Committee, in arriving at this conclusion, however, notes that the definitions are not clear as to the distinction between the clerical work that may be performed by a Service Operator First working alone and that of a Senior Service Operator. The Company and Union have agreed to meet for the purpose of clarifying the definitions involved to provide a clearer understanding of the work that may be performed by each.

FOR UNION:

R. W. Fields
W. M. Fleming
L. L. Mitchell

By L. L. Mitchell

Date Oct 4, 1962

FOR COMPANY:

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

By [Signature]

Date September 12, 1962