

REVIEW COMMITTEE DECISION

Review Committee Files Numbers 302, 304 and 325
Coast Valleys Division Grievances Numbers 205, 207 and 210

Facts of the Grievance

The employee concerned in these grievances is a Foreman's Clerk, headquartered at the Paso Robles Service Center. On November 3rd the employee's supervisor informed him that he would not be granted a wage increase as his work had not been performed meritoriously during the preceding six months. Thereafter, the employee filed a grievance on February 17, 1961, requesting that he be granted the pay raise. The Division did not accept the grievance as it had not been filed within 30 calendar days following the date the employee became eligible to receive the merit increase.

Following this, on May 29, 1961, another grievance was filed when the employee was not given a merit wage increase after having completed one year in the job. The Division accepted this grievance but maintained that the employee had not meritoriously performed his work during the entire period involved.

Discussion

In reviewing this case, it has been determined that the first and second grievances can be disregarded since the last grievance filed pertains to the employee's overall performance of the job.

In this case, there is considerable conflict concerning the evidence presented by both Company and Union as to the employee's work performance. There is, however, mutual agreement to the effect that since March 6, 1961, his work has improved. This is demonstrated by the fact that the Division granted the employee a merit wage increase on October 4, 1961, his latest anniversary date. To resolve the disagreement as to when the employee's work performance actually improved to the extent that he could be granted an increase in pay, it has been decided to compromise this case, without prejudice to either Company or Union's position concerning the conflicting evidence presented.

Decision

The merit increase, which is the subject of the dispute, shall be granted as of April 4, 1961 and the merit increase granted on October 4 is to be recalculated and applied to the employee's wage rate as adjusted.

FOR UNION:

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

By L. L. Mitchell
Date Feb 15, 1962

FOR COMPANY:

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

By V. J. Thompson
Date February 13, 1962