

REVIEW COMMITTEE DECISION

Review Committee File No. 504
San Francisco Division Grievance No. 2-63-24

Subject of the Grievance

The grievance concerns the application of Subsection 13.3(b) of the Clerical Agreement. The facts of this case indicate that the grievant temporarily relieved a Clerk A during that employee's regular hours of work and for one-half hour following the end of that day's regular hours of work. It is the contention of the grievant that he is entitled to an upgrade to Clerk A inasmuch as he has worked more than one day in the higher classification.

Discussion

The dispute in this case concerns the question as to whether working beyond the regular hours of work entitles the employee to an upgrade. The relevant sections of the Agreement provide in Subsection 13.3(b) "An employee who is temporarily assigned to replace an employee in a higher classification for one day or less shall be paid at his regular rate." (Underlining added.) The subsection goes on to provide for an upgrade if such assignment is for more than one day.

Following the discussion in the Review Committee concerning the application of the language used in this subsection, it is the decision of the Review Committee that the grievant's contention is without merit. The grievance, however, does point out a need for clarifying the meaning of this subsection to more clearly delineate its application. The language of Subsection 13.3(b) is intended to provide for an upgrade to a higher classification when an employee replaces another employee in a higher classification in either of the following situations:

- (1) Where the relieving employee has worked all of the regular hours of work of a higher classified employee on the second consecutive regular work day of such relief and, in addition, has replaced such employee for any part or all of such regular hours of the first regular work day, or
- (2) where the relieving employee has worked all of the regular hours of work of a higher classified employee on the first regular work day of such relief and continues to replace him for any part or all of such hours on the second regular work day.

Where either of these events occurs, such employee shall receive the pay adjustment provided in Subsection (1) or (2) from the first day of such relief.

Decision

Inasmuch as the employee concerned in this grievance has not replaced an employee in a higher classification on the second consecutive day of such relief, he is not entitled to an upgrade.

FOR UNION:

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

By

L. L. Mitchell

Date

July 7, 1965

FOR COMPANY:

E. F. Sibley
C. L. Yager
L. V. Brown

By

L. V. Brown

Date
