

REVIEW COMMITTEE DECISION

Review Committee Files Nos. 872, 938, and 999
Colgate Division Grievance No. D.Gr/C 12-69-1
North Bay Division Grievance No. D.Gr/C 4-69-15
San Joaquin Division Grievance No. D.Gr/C 25-70-3

Subject

The above-subject grievances concern the use and pay rate of Equipment Mechanics on Saturdays at various locations to provide for maintenance and repair of Company vehicles and equipment.

Discussion

In the Bakersfield grievance the employee reports to the Bakersfield garage on Saturday mornings to pick up a Company vehicle and his tools. He then drives to either Wasco or Taft to perform previously scheduled maintenance and repair work and any other work requiring his mechanic's skill.

The grievant in Napa operates in the same manner in that on Saturday he reports to the Napa garage for work. In some instances he takes a Company pickup truck and his tools and drives to Silverado where he performs maintenance work on Company vehicles and equipment. When he doesn't work at Silverado he performs the same type of work at Napa, his regular headquarters.

In the Marysville grievance three Equipment Mechanics rotate assignments on Saturdays between two other locations, Oroville and Colusa, where they perform maintenance and repair work.

In all of the above cases, if the grievant performs work on Saturday at his headquarters he is paid at the Lead Mechanic rate of pay. During the other days of the workweek the employees are not upgraded to Lead Mechanic.

The Review Committee is of the opinion that the Equipment Mechanic may perform his journeyman work in the field without an upgrade to Lead Mechanic. However, when the employee would otherwise be entitled to an upgrade if he worked at his headquarters he shall be entitled to the upgrade wherever he performs work on that particular day.

Decision

An Equipment Mechanic who would be entitled to an upgrade to Lead Mechanic if he performed work at his headquarters on a given day will be entitled to that upgrade wherever he performs work on that same day.

FOR UNION:

W. H. Burr
M. A. Mederos
J. J. Wilder

By

Date

J. J. Wilder
3-26-71

FOR COMPANY:

J. A. Fairchild
H. J. Stefanetti
L. V. Brown

By

Date

L. V. Brown
3-26-71