

REVIEW COMMITTEE DECISION

Review Committee File No. 1071
San Jose Division Grievance No. D.Gr/C 8-71-3

Subject of the Grievance

The grievant, a Helper at San Jose, was temporarily upgraded to Gas Serviceman at the weekly wage rate of \$160.50 when he bid and received a permanent appointment to Relief Service Operator. He was placed into the Service Operator classification at the beginning rate of pay commensurate with his status as a Helper.

The grievant contends that his wage rate should have been adjusted to conform to his temporarily upgraded Gas Serviceman's rate of pay.

Discussion

The grievance poses the question of whether the time the employee was temporarily upgraded to Serviceman should be credited as time worked as a Service Operator upon his appointment to the latter classification. The Review Committee is of the opinion that it should.

During the 1966 negotiations, revisions were made in both the Serviceman and Service Operator classifications. Of importance here is the fact that the entrance requirements to Service Operator are now identical to those of the Serviceman. The Service Operator is required to attend and satisfactorily complete the Serviceman Training School before he can be appointed to a Service Operator classification. Before he is appointed to a Service Operator vacancy, he is expected to have the same complete knowledge of Company's service policies as that required of a Serviceman. In short, one is the alter ego of the other.

Decision

For the foregoing reasons it is the decision of the Review Committee that the provisions of Subsection 204.5(b) were applicable. Thus, the time worked by the employee as a Gas Serviceman should be accumulated for the purpose of determining the appropriate wage step at which the employee should be placed upon appointment to Relief Service Operator.

Although not in issue here, the same reasoning would apply to time worked as a Service Operator if the employee were seeking an appointment to Serviceman.

FOR UNION:

W. H. Burr
E. R. Sheldon
L. N. Foss

By

Date



8-20-71

FOR COMPANY:

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

By

Date



8-20-71